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AIR FORCE OCCUPATIONAL MEASUREMENT CENTER RANDOLPH AFB TX F/G 5/9
SMALL ARMS AND GUNSMITH CAREER LADDERS, AFSCS 753X0 AND 753X1.(U)
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OCCUPATIONAL SURVEY REPORT.



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6) SMALL ARMS AND GUNSMITH CAREER LADDERS,
AFSCs 753X0 AND 753X1.

AFPT 90-753-160

DECEMBER 1979
OCCUPATIONAL SURVEY BRANCH
USAF OCCUPATIONAL MEASUREMENT CENTER
RANDOLPH AFB TEXAS 78148

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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Small Arms (AFS 753X0) and Gunsmith (AFS 753X1) specialties. The project was requested by the Air Force Manpower and Personnel Center (AFMPC) to obtain concurrent task data on both career ladders. Authority for conducting occupational surveys is contained in AFR 35-2. Computer outputs from which this report was produced are available for use by operating and training officials.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Manpower and Personnel Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Computer Programming Branch, Technical Services Division, AFHRL.

The Air Force occupational survey program has been in existence since 1956 when initial research was undertaken by AFHRL (Air Force Systems Command) to develop a methodology for gathering and analyzing occupational information.

In 1967, an operational survey program was established within the Air Training Command and surveys were produced annually for 12 enlisted specialties. In 1972, the program was expanded to conduct occupational surveys covering 51 career ladders annually. In late 1976, the program was again expanded to include the survey of officer utilization fields, to permit special management applications projects, and to support interservice or joint service occupational analysis.

The survey instrument used in the present project was developed by Second Lieutenant Julia A. Hoskins, Inventory Development Specialist. Second Lieutenant Kenneth J. Kramer analyzed the survey data and wrote the final report. This report has been reviewed and approved by Lieutenant Colonel Jimmy L. Mitchell, Chief, Airman Career Ladders Analysis Section, Occupational Survey Branch, USAF Occupational Measurement Center, Randolph AFB, Texas 78148.

Copies of this report are available to air staff sections, major commands, and other interested training and management personnel upon request to the USAF Occupational Measurement Center, attention to the Chief, Occupational Survey Branch (OMY), Randolph AFB, Texas 78148.

This report has been reviewed and is approved.

BILLY C. McMASTER, Col, USAF
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SUMMARY OF RESULTS

1. Survey Coverage: Consolidated base personnel offices worldwide administered the 753X0 and 753X1 job inventory to Small Arms and Gunsmith incumbents. The 415 respondents comprising the final survey sample represent 70 percent of the incumbents assigned to the Small Arms Specialty and 100 percent of the Gunsmith Specialty population.
2. Career Ladder Structure: The analysis of the career ladder structure of the 753X0 and 753X1 career ladders identified three clusters and three independent job types. The majority of the survey incumbents were primarily involved in marksmanship instruction. However, several small noninstruction groups were identified as performing armory, gunsmith, and management functions.
3. Career Ladder Progression: The DAFSC analysis of both career ladders reflect the homogeneous nature of the two specialties. All 753X0 incumbents retain some technical involvement in small arms instruction. Only at the 9-skill level do 753X0 incumbents assume substantial supervisory responsibilities.
4. AFR 39-1 Evaluation: Overall, the AFR 39-1 Specialty Descriptions of the 753X0 and 753X1 specialties provide a comprehensive overview of the duties and responsibilities of the two career ladders.
5. Analysis of Training Documents: The 753X0 STS and 753X1 JPG provide good, comprehensive overviews of the duties and responsibilities of the specialties. The 3ABR75330 POI may warrant consideration in two areas. First, several tasks presently matched to course instruction are performed by less than 30 percent of 753X0 first term incumbents and may be better suited for other types of available training (OJT, CDC, etc.). Second, several range operation tasks may warrant inclusion in formal training due to their high training emphasis ratings and performance by substantial numbers of first term 753X0 personnel.
6. Implications: Generally, the survey of the Small Arms and Gunsmith career ladders found no major problems with these two stable and extremely homogeneous career ladders. Concerning the consolidation question, while survey data does not support a merger of the Gunsmith and Small Arms specialties, several other classification alternatives may alleviate the classification and utilization problems associated with the career ladders. Also, the study suggests the Air Force may be able to make more complete use of its present Gunsmith population by accomplishing more small arms modifications in-house rather than by contract.

OCCUPATIONAL SURVEY REPORT
SMALL ARMS AND GUNSMITH CAREER LADDERS
(AFSCs 753X0 AND 753X1)

INTRODUCTION

✓ This is a report of an occupational survey of the Small Arms and Gunsmith career ladders (AFSCs 753X0 and 753X1) completed by the Occupational Survey Branch, USAF Occupational Measurement Center, in December 1979. Small Arms Personnel (AFS 753X0) provide formal marksmanship training on various small arms and perform maintenance on these weapons. Gunsmith personnel (AFS 753X1) provide depot-level maintenance on various Air Force weapons.

↖ The 753X0 career ladder was created in February 1958 as the Small Arms Instructors specialty. The only major change in the career ladder since 1958 occurred in July 1969 when the title "instructor" was replaced by present skill level designations of "specialist" and "technician." The Gunsmith specialty (AFS 753X1) originated in August 1958 with the title of Small Arms Gunsmith and an AFSC of 462X1. In September 1960, the career ladder became a lateral career ladder with the deletion of the 5-skill level designation and the title of the career ladder was changed from Small Arms Gunsmith to Gunsmith. The career ladder received its present designation of 753X1 in January 1968. Also in January 1968, the two ladders received their common 9-skill level, AFSC 75391. On 31 October 1978, the CEM Code 75300, Small Arms Manager, was added to the specialty structure of the ladders.

Currently, 753X0 personnel enter the career field via a nine-week training course, 3ABR75330, conducted at Lackland AFB TX. Upon completion of the course, graduates receive a 3-skill level designation. Presently, all Gunsmith training is provided through on-the-job training.

While there has been no previous survey of the 753X1 specialty, a previous occupational survey of the Small Arms specialty was completed in July 1977. The survey instrument for the 1977 report, AFPT 90-753-160, consisted of 309 tasks grouped under ten duty headings. The previous inventory surveyed 406 Small Arms personnel.

The current survey was initiated at the request of the Classification Section, Air Force Manpower and Personnel Center (AFMPC) to provide data on the possible consolidation of the two career ladders. The major areas addressed in the report include: (1) development and administration of the survey instrument; (2) the specialty structure found within the career ladders and its relationship to skill

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and experience level groups; (3) a comparison of the specialty structure with career ladder documents, such as AFR 39-1 Specialty Descriptions; and (4) an analysis of the training provided to 753X0 and 753X1 incumbents.

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for the occupational survey was USAF Job Inventory AFPT 90-753-160. As a starting point, the tasks from the 1977 inventory were reviewed and revised through a comprehensive research of publications and directives and through interviews with training and classification personnel. Personal interviews were also conducted with 15 subject matter specialists at four bases to review the tentative task list for completeness and accuracy. This process resulted in a final inventory of 742 tasks grouped under 13 duty headings and a background section that included information about the respondents, such as grade, time in service, duty title, and job interest.

Survey Administration

During the period May through July 1979, consolidated base personnel offices in operational units worldwide administered the inventory to job incumbents holding DAFSCs 753X0 or 753X1. These job incumbents were selected from AFMPC personnel data tapes available through the Air Force Human Resources Laboratory (AFHRL).

Each individual who completed the inventory first completed an identification and biographical information section and then checked each task performed in their current job. After checking all tasks performed, each member then rated each of these tasks on a nine-point scale showing relative time spent on that task as compared to all other tasks checked. The ratings ranged from one (very-small-amount time spent) through five (about-average time spent) to nine (very-large-amount time spent).

To determine relative time spent for each task checked by a respondent, all an incumbents' ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task is then divided by the total task ratings and multiplied by 100. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

Task Factor Administration

In addition to completing the job inventory, selected senior 753X0 personnel were also asked to complete a second booklet for either training emphasis or task difficulty. The task difficulty and training emphasis booklets are processed separately from the job inventories and this information is used in a number of different analyses discussed in more detail within the report.

Task Difficulty. Each senior NCO completing a task difficulty booklet was asked to rate all of the tasks on a nine-point scale from extremely low to extremely high as to the relative difficulty of that task. Difficulty is defined as the length of time it requires an average member to learn to do that task. Task difficulty data were independently collected from 33 experienced 7- or 9-skill level personnel stationed worldwide. The interrater reliability (as assessed through components of variance of standard group means) of .93 for these 753X0 raters is considered useable by normal reliability standards. Ratings were adjusted so that tasks of average difficulty have ratings of 5.00. The resulting data provide a rank ordering of tasks indicating the relative degree of difficulty for each task in the inventory.

Job Difficulty Index (JDI). After computing the task difficulty for each task item, it is then possible to also compute a Job Difficulty Index (JDI) for the job groups identified in the survey analysis. The index provides a relative measure of which jobs, when compared to other jobs identified, are more or less difficult. An equation using the number of tasks performed and the average difficulty per unit time spent as variables is the basis for the JDI index. The index ranges from one for very easy jobs to 25 for very difficult jobs. The indices are adjusted so that the average job difficulty index is 13.00. Thus, the more time a group spends on difficult tasks, and the more tasks they perform, the higher will be their job difficulty index.

Training Emphasis. Individuals completing training emphasis booklets were asked to rate all of the tasks on a ten-point scale from no training required to extremely heavy training required. Training emphasis is a rating of tasks indicating where emphasis should be placed on structured training for first term personnel. Structured training is defined as training provided at resident technical schools, Field Training Detachments (FTD), Mobile Training Teams (MTT), formal OJT, or any other organized training method. Training emphasis ratings were independently collected from 44 experienced 7- or 9-skill level personnel stationed worldwide. The interrater reliability (as assessed through components of variance of standard group means) for these raters was high (.96), indicating that there was good agreement among raters as to which tasks required some form of structured training and which did not. In this specialty, tasks rated highest in training emphasis have ratings of 5.4 and above; the average training emphasis rating is 3.1 and those tasks with ratings of 1.0 or below can be considered as requiring very little emphasis in training.

When used in conjunction with other factors, such as percent members performing, the task difficulty and training emphasis ratings can provide an insight into training requirements. This may help validate the lengthening or shortening of specific units of instruction in various training programs.

Survey Sample

Table 1 reflects the percentage distribution, by paygrade, of assigned personnel in the 753X0 and 753X1 career ladders as of 1 June 1979 and the distribution of incumbents in the survey sample. Tables 2 and 3 provide additional information on the distribution of the survey sample in terms of major commands and TAFMS groups. The 415 respondents making up the survey sample represent 67 percent of the assigned 753X0 population and 100 percent of the assigned 753X1 population. While the percentages sampled in several grades (E-1 through E-3 and E-7) are somewhat low, overall, the sample gives a good representation of the 753X0 and 753X1 career ladders.

TABLE 1
PAYGRADE DISTRIBUTION OF SURVEY SAMPLE

PAYGRADE	AFS 753X0			AFS 753X1		
	NUMBER ASSIGNED	NUMBER SURVEYED	PERCENT OF ASSIGNED SAMPLED	NUMBER ASSIGNED	NUMBER SURVEYED	PERCENT OF ASSIGNED SAMPLED
AIRMEN	136	68	50%	0	0	0%
E-4	112	82	73%	0	0	0%
E-5	182	154	85%	4	4	100%
E-6	91	57	63%	6	6	100%
E-7	61	30	49%	3	3	100%
TOTAL	582	391	67%	13	13	100%
E-8	9	9	100%			
E-9	5	4	80%			

TABLE 2
COMMAND REPRESENTATION OF SURVEY SAMPLE

<u>COMMAND</u>	<u>AFS 753X0</u>		<u>AFS 753X1</u>	
	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
ATC	32	30	100	100
TAC	21	17	0	0
SAC	15	19	0	0
MAC	12	10	0	0
USAFE	7	8	0	0
AFLC	4	5	0	0
PACAF	3	4	0	0
ADCOM	2	3	0	0
AFSC	1	1	0	0
AAC	1	1	0	0
OTHER	<u>2</u>	<u>2</u>	<u>0</u>	<u>0</u>
TOTAL	100	100	100	100

TABLE 3
TICF/TAFMS DISTRIBUTION OF SURVEY SAMPLE

	<u>MONTHS IN SERVICE</u>		
	<u>1-48</u>	<u>49-96</u>	<u>97+</u>
NUMBER OF 753X0 IN SAMPLE	85	112	176
PERCENT OF 753X0 SAMPLE	23%	30%	47%
	<u>MONTHS IN CAREER FIELD</u>		
	<u>1-48</u>	<u>49-96</u>	<u>97+</u>
NUMBER OF 753X1 IN SAMPLE	6	6	1
PERCENT OF 753X1 SAMPLE	46%	46%	8%

RESULTS

The major findings of the analyses of job types are presented in the Career Ladder Structure Analysis Section. The job type findings are followed by a discussion of the findings of the report's special group analyses, such as Duty AFSC groups or Time in Career Field (TICF) groups.

Analysis of the Career Ladder Structure

The use of the Comprehensive Occupational Data Analysis Programs makes possible an analysis of a career ladder's job structure based upon the task data collected from incumbents. The basic identifying group used in the hierarchical job structuring is the Job Type. A job type is a group of individuals who perform many of the same tasks and spend similar amounts of time performing these tasks. When there is a substantial degree of similarity between different job types, they are grouped together in a Cluster. Finally, there are often specialized jobs that are too dissimilar to be grouped into any cluster. These unique groups are labeled Independent Job Types.

The career ladder structure analysis reflects the somewhat high degree of homogeneity within the 753X0 and 753X1 career ladders. The majority of AFS 753X0 respondents in the survey teach marksmanship fundamentals as their primary job. For example, most respondents give instruction on M-16 rifle and .38 caliber revolver procedures. There are small differences between respondents teaching marksmanship skills in terms of the breadth of jobs, the types of weapons taught, and the number of supervisory tasks performed. However, small arms instruction remains the primary job for the majority of 753X0 personnel.

The analysis also identified several groups whose primary job is not marksmanship instruction. The noninstruction groups differ because of their differing technical or supervisory emphases. For example, the majority of the Gunsmiths fall into one of the noninstruction groups identified and their primary job concerns weapon inspection and maintenance.

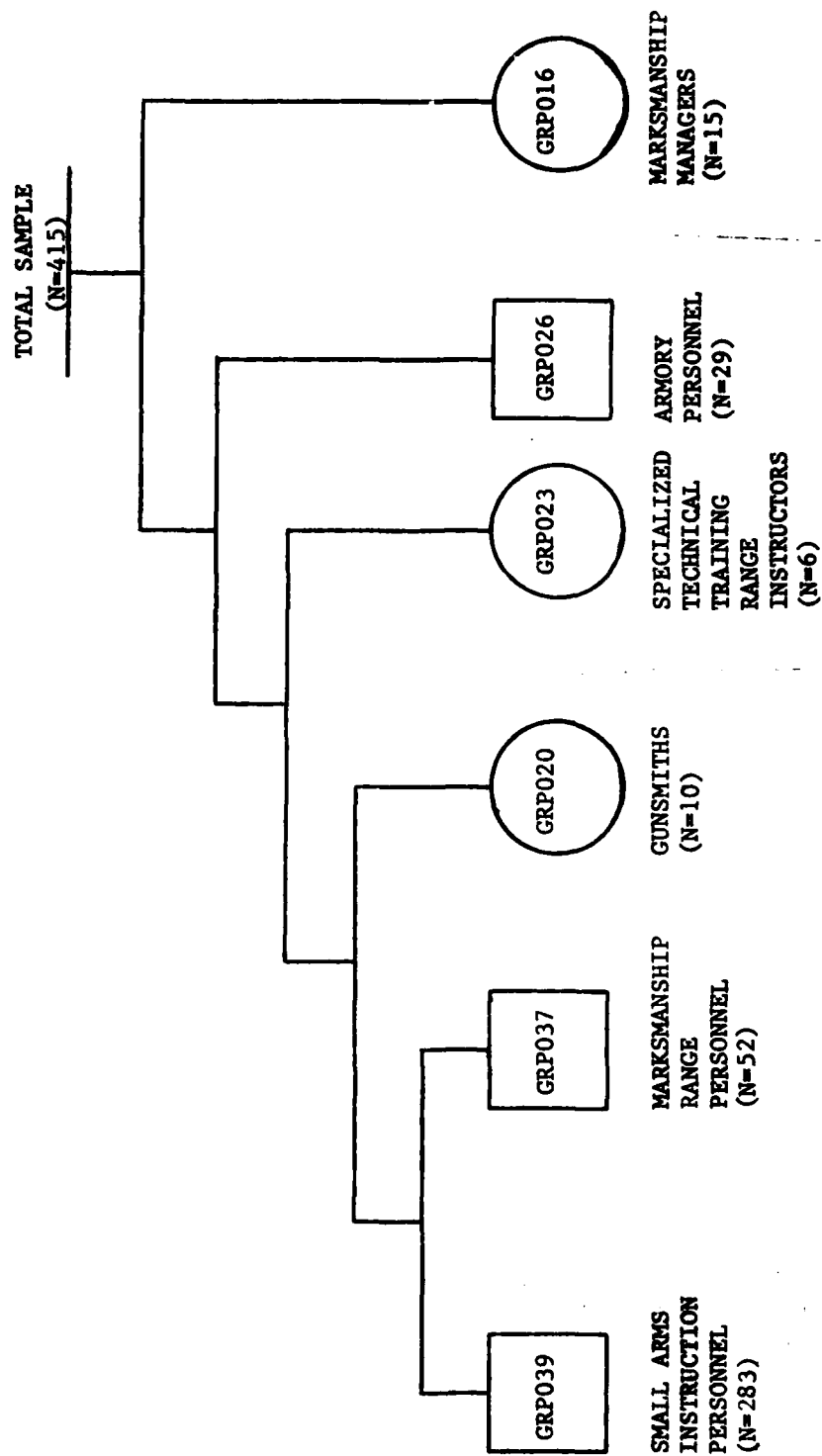
Based upon task and time similarity, the Small Arms and Gunsmith career ladders divide into the three clusters and three independent job types depicted in Figure 1. The three clusters with their respective job types and the independent job types are listed below.

I. SMALL ARMS INSTRUCTION PERSONNEL (GP039, N=283)

- a. Small Arms Instructors (GP103, N=112)
- b. Weapons Inspection Instructors (GP119, N=94)
- c. Range Operation Instructors (GP123, N=38)
- d. Small Arms NCOICs (GP096, N=7)
- e. Small Arms Supervisors (GP043, N=12)

FIGURE 1

CAREER LADDER STRUCTURE FOR THE SMALL ARMS (AFS 753X0)
AND GUNSMITH (AFS 753X1) SPECIALTIES



II. MARKSMANSHIP RANGE PERSONNEL (GP037, N=52)

- a. Base Range Operators (GP146, N=6)
- b. Technical Training Instructors (GP139, N=11)
- c. Base Range Maintenance Personnel (GP097, N=5)
- d. Technical Training Range Operators (GP057, N=13)

III. GUNSMITHS (GP020, N=10)

IV. SPECIALIZED TECHNICAL TRAINING RANGE INSTRUCTORS (GP023, N=6)

V. ARMORY PERSONNEL (GP026, N=29)

- a. Armory Monitors (GP028, N=6)
- b. Armory Attendants (GP041, N=23)

VI. MARKSMANSHIP MANAGERS (GP016, N=15)

The groups identified above account for 95 percent of the survey sample. The remaining five percent of the sample do not group meaningfully due to their particular task responses. Four of the ungrouped incumbents are NCOICs of small arms training. The remainder of the ungrouped respondents describe themselves as small arms specialists or small arms instructors.

Job Group Descriptions

The following paragraphs are brief descriptions of the clusters and job types identified in the specialty structure analysis. Tables 4 and 5 give further background information for the cluster and independent job types. Appendix A lists representative tasks for all the clusters and job types identified in the analysis. Appendix A also lists differentiating tasks and background information for the job types identified within the three clusters.

I. SMALL ARMS INSTRUCTION PERSONNEL (GRP039). The large Small Arms Instruction Personnel cluster (68 percent of the survey sample) contains base level small arms instructors and supervisors. The primary job of the cluster is to give classroom and firing range small arm instruction on various Air Force small arms. Ninety-five percent or more of the cluster perform tasks like enforcing range safety rules, instructing M-16 rifle weapon safety procedures, instructing on .38 caliber revolver firing positions, clearing rifle stoppages on the firing line, and instructing on M-16 sight alignment procedures. Job satisfaction indicators for the cluster are above the levels of most of the other groups identified. Eighty-one percent of members of the cluster feel their job is interesting and over 85 percent feel their talents and training are well utilized. Sixty-five percent of the cluster members indicate positive reenlistment intentions (see Table 5).

The cluster contains five job types. The three largest job types, the Small Arms Instructors, Weapons Inspection Instructors, and Range Operation Instructors, have the technical job of instructing marksmanship fundamentals. The job groups differ in that each has a slightly different technical emphasis. Range Operation Instructors spend large amounts of time performing range tasks like enforcing range safety rules. Weapons Inspection Instructors spend larger amounts of time in weapons inspection tasks, such as inspecting external weapon safeties. The Small Arms Instructors spend larger amounts of time teaching marksmanship fundamentals like M-16 trigger control and cleaning procedures. The Small Arms Instructors have the highest average experience level and the broadest job of the three job groups (see Appendix A). Small Arms Instructors give instruction on a variety of small arms like grenade launchers and machine guns, whereas Weapons Inspection Instructors and Range Operation Instructors do not. Small Arms Instructors also supervise personnel more than the other instructor job types; however, only ten percent of their job time involves supervisory duties (see Appendix A).

While still performing some technical functions, Small Arms NCOICs and Small Arms Supervisors have a reduced technical emphasis. Small Arms NCOICs spend 30 percent of their relative job time in supervisory tasks like writing correspondence and determining work priorities; members of the job type supervise an average of five subordinates (see Appendix A). Small Arms Supervisors spend 36 percent of their relative job time in supervisory duties but involve themselves more with organizing tasks like compiling activity reports and scheduling range usage. Over 90 percent of members of the job type supervise an average of four subordinates.

II. MARKSMANSHIP RANGE PERSONNEL (GRP037). The smaller Marksmanship Range Personnel cluster consists of base small arms personnel and the majority of the small arms personnel stationed at the Air Force Military Training Center at Lackland AFB TX. Incumbents spend 37 percent of their job time on classroom and firing range marksmanship instruction tasks like instructing on M-16 rifle safety and trigger control procedures. The incumbents perform very little shotgun instruction and no grenade launcher or machine gun instruction. Members of the cluster spend over 31 percent of their time on range operation and maintenance tasks like scoring targets, instructing range safety rules, securing range facilities, and maintaining target lines. Respondents have a narrower job than the Small Arms Instruction Personnel cluster as they average 106 tasks performed (see Table 4). The incumbents also have lower job satisfaction indices than the Small Arms Instruction personnel. Only 58 percent of the incumbents feel their job is interesting although over 60 percent feel their talents and training are well utilized (see Table 5).

The cluster contains four job types. Base Range Operators, besides teaching marksmanship fundamentals and performing range operations, also perform weapons control tasks, such as issuing weapons and locking weapons in storage facilities. The Base Range

Operators have the lowest job interest index of the four job types (see Appendix A). The Technical Training Instructors spend over 40 percent of their job time in marksmanship instruction tasks and only about 25 percent in range operation tasks like instructing courses of fire and scoring targets. Nine of the 11 members of the job type are located at the Air Force Military Training Center (AFMTC) at Lackland AFB TX. Base Range Maintenance Personnel differ from the other job types in that they spend over 11 percent of their time in range maintenance tasks like performing grounds maintenance or performing self-help facility maintenance projects. Technical Training Range Operators differ from the other job types in that they spend the most time (26 percent) on firing range procedures. Also, fewer Technical Training Range Operators teach .38 caliber handgun procedures than in the other job types. Technical Training Range Operators are also located at AFMTC, Lackland AFB TX. Both of the technical training job types in the cluster are primarily involved in preliminary marksmanship training.

III. GUNSMITHS (GRPO20). The Gunsmiths differ radically from the clusters previously discussed. In contrast to other groups, Gunsmiths spend less than five percent of their job time teaching marksmanship fundamentals and performing range operations. The ten members of the job type spend over 80 percent of their job time performing weapons inspection and maintenance tasks like visually inspecting weapon buffers, removing or replacing weapon extractors and removing or replacing weapons stocks. Eight of the respondents are 753X1 personnel (see Table 4), and the group as a whole performs an average of 204 tasks. Seventy percent of the job type feel their job is interesting and 80 percent feel their talents and training are well utilized (see Table 5).

IV. SPECIALIZED TECHNICAL TRAINING RANGE INSTRUCTORS (GRP023). The Specialized Technical Training Range Instructor independent job type provides an interesting contrast to the other instructor job types identified in the analysis. Only two of the six respondents in the job type provide classroom marksmanship instruction; five of the six do provide range marksmanship instruction. The respondents spend 55 percent of their time teaching marksmanship fundamentals and 21 percent performing range operations. Respondents perform tasks such as instructing on M-16 rifle trigger control, safety, and loading procedures and scoring targets. Specialized Technical Training Range Instructors primarily teach M-16 rifle operations and procedures although the respondents do give some handgun instruction. The respondents do not give grenade launcher, machine gun, or shotgun instruction as they are involved in preliminary marksmanship training for basic airmen and Security Police personnel. Specialized Technical Training Range Instructors perform the lowest average number of tasks (average 32; see Table 4), and have the lowest average experience level of any group identified in the analysis. The group also has the lowest job interest, reenlistment, and felt utilization of training perceptions of any job group identified in the survey analysis (see Table 5).

V. ARMORY PERSONNEL (GRP026). The 29 Armory Personnel spend 53 percent of their time controlling and safeguarding weapons or ammunition. Armory Personnel perform tasks like issuing weapons, transporting weapons, accepting weapons after use, and locking weapons in storage facilities. The incumbents also spend over 28 percent of their time in administrative and weapons inspection tasks like clearing weapons, inspecting interior weapons parts, and preparing temporary issue receipt forms (AF Form 1297). The cluster incumbents spend less than one percent of their time on marksmanship instruction. All of the incumbents in the cluster hold 75350 or 75370 DAFSCs. The respondents in the cluster have low job satisfaction indices. Only 48 percent of the cluster feel their job is interesting or that their talents and training are well utilized (see Table 5).

The cluster contains two job types, Armory Monitors and Armory Attendants. The Armory Monitors differ from the Armory Attendants in that the Armory Monitors have a much broader job encompassing additional administrative and supervisory duties. Armory monitors perform additional tasks like determining work priorities, implementing security programs, and maintaining ammunition files. Armory attendants spend almost 60 percent of their time in controlling or safeguarding tasks like transporting weapons or issuing ammunition and do not perform supervisory duties.

VI. MARKSMANSHIP MANAGERS (GRP016). The Marksmanship Managers have a distinctly less technical job. The managers spend over 83 percent of their job time in supervisory and administrative duties. The managers perform tasks like writing correspondence and staff studies, determining workload requirements, evaluating training methods, and counseling personnel. Located primarily at the Air Force Military Training Center and several major command headquarters (SAC, TAC, and ATC), the Marksmanship Managers have the highest average grade of any job group identified in the specialty structure analysis. The managers have the highest job interest and perceived utilization of talents of any cluster or independent job type identified and 80 percent feel their training is well utilized (see Table 5).

Summary

The specialty structure analysis of the 753X0 and 753X1 specialties reveals several interesting points. First, the analysis reveals the overall homogeneity of the 753X0 career field. Even the supervisors in the 753X0 career field perform technical small arms instruction tasks. Most incumbents in the survey give small arms instruction. Second, several, somewhat smaller groups exist which do not involve instruction on small arms. Rather, the jobs of the groups center around armory, gunsmith, or management functions. The majority of the AFS 753X1 respondents group in the Gunsmith independent job type. Third, two groups, the Specialized Technical Training Range Instructors and the Armory Personnel have low job satisfaction indices when compared with other career ladder incumbents.

TABLE 4

FUNCTIONAL GROUP BACKGROUND INFORMATION

	SMALL ARMS INSTRUCTION PERSONNEL (GP039)		MARKSMANSHIP RANGE PERSONNEL (GP037)		GUNSMITHS (GP020)		SPECIALIZED TECHNICAL TRAINING RANGE INSTRUCTORS (GP023)		ARMORY PERSONNEL (GP026)		MARKSMANSHIP MANAGERS (GP016)	
	NUMBER IN SAMPLE	PERCENT OF SAMPLE	52	13%	10	2%	6	1%	29	7%	15	4%
	283	68%										

DAFSC DISTRIBUTION

75330	4%	10%	0%	17%	0%	0%	0%	0%
75350	56%	69%	10%	83%	0%	76%	0%	0%
75370	34%	19%	10%	0%	0%	17%	0%	40%
75331	0%	0%	30%	0%	0%	0%	0%	0%
75371	1%	0%	50%	0%	0%	0%	7%	7%
75391	5%	0%	0%	0%	0%	0%	0%	40%
CEM CODE 75300	0%	0%	0%	0%	0%	0%	0%	13%
OTHER	0%	2%	0%	0%	0%	7%	0%	0%

AVERAGE GRADE

AVERAGE NUMBER OF TASKS PERFORMED	4.9	4.1	5.6	3.7	4.5	7.4
AVERAGE MONTHS IN CAREER FIELD	279	106	204	32	49	60
AVERAGE MONTHS IN SERVICE	74	45	52	26	44	177
	125	85	170	58	97	265

PERCENT MEMBERS IN FIRST ENLISTMENT
JOB DIFFICULTY INDEX

PERCENT MEMBERS IN FIRST ENLISTMENT	18%	33%	0%	33%	31%	0%
JOB DIFFICULTY INDEX	15.3	8.5	15.7	5.4	3.9	10.9

TABLE 5

FUNCTIONAL GROUP JOB SATISFACTION INDICES

	SMALL ARMS		MARKSMANSHIP		GUNSMITHS		SPECIALIZED		ARMORY		MARKSMANSHIP	
	INSTRUCTION	PERSONNEL	RANGE	PERSONNEL	(GP020)	INSTRUCTORS	TECHNICAL	TRAINING	PERSONNEL	MANAGERS	PERSONNEL	MANAGERS
	(GP039)	(GP037)				(GP023)			(GP026)	(GP016)		
<u>JOB INTEREST:</u>												
DULL	8%	19%			20%	17%			38%	0		
SO-SO	10%	17%			0	33%			14%	13%		
INTERESTING	81%	58%			70%	33%			48%	87%		
NOT REPORTED	1%	6%			10%	17%			0	0		
<u>PERCEIVED UTILIZATION OF TALENTS:</u>												
LITTLE OR NOT AT ALL	14%	27%			20%	17%			52%	13%		
FAIRLY WELL OR BETTER	86%	71%			80%	66%			48%	87%		
NOT REPORTED	0	2%			0	17%			0	0		
<u>PERCEIVED UTILIZATION OF TRAINING:</u>												
LITTLE OR NOT AT ALL	10%	37%			20%	50%			45%	20%		
FAIRLY WELL OR BETTER	90%	61%			80%	33%			48%	80%		
NOT REPORTED	0	2%			0	17%			7%	0		
<u>REENLISTMENT INTENTIONS:</u>												
NO, OR PROBABLY NO	32%	36%			40%	50%			34%	53%		
YES, OR PROBABLY YES	65%	60%			60%	33%			66%	47%		
OTHER	3%	4%			0	17%			0	0		

ANALYSIS OF DAFSC GROUPS

The tasks performed by DAFSC groups are also examined as part of each occupational analysis. The aim of the DAFSC analysis is to identify differences among personnel performing at different skill levels within each career ladder. DAFSC group data is then used to analyze the accuracy and completeness of AFR 39-1 Specialty Descriptions. In other sections of the report, DAFSC group data is used in analyzing career field documents such as the Specialty Training Standard (STS) and the technical training Plan of Instruction (POI). The DAFSC group analysis first considers the 753X0 and 753X1 career ladder duty groups separately and then considers the similarities and differences between the two career ladders overall.

AFS 753X0 DAFSC Groups

The DAFSC analysis of the 753X0 specialty reflects the same homogeneity found within the career ladder structure. The overwhelming majority of 753X0 respondents perform jobs centering around small arms instruction. The fact that 165 tasks are performed by more than fifty percent of the specialty members best reflects the overall homogeneity of the specialty.

As Table 6 indicates, DAFSC 75330 personnel give extensive M-16 rifle and .38 caliber revolver instruction. The rifle and revolver instruction ranges from teaching trigger safety and malfunction procedures to instructing on firing positions. DAFSC 75330 personnel also give similar types of instruction on other small arms such as the M-203 grenade launcher and the M-870 shotgun. DAFSC 75330 personnel have the narrowest job of any Small Arms DAFSC group as they average only 173 tasks performed. The Small Arms Instruction Personnel and the Marksmanship Range Personnel clusters identified in the career ladder structure contain the largest percentages of DAFSC 75330 personnel (55 percent and 28 percent respectively, see Table 7).

DAFSC 75350 personnel assume a very similar yet slightly broader job than DAFSC 75330 personnel as they perform an average of 200 tasks. Table 8 indicates DAFSC 75350 personnel still give instruction in M-16 rifle operations like their 3-skill level counterparts. Likewise, 5-skill level personnel still give instruction on other weapons, such as revolvers and shotguns. Table 8 also indicates more DAFSC 75350 personnel perform weapons transportation and safeguarding tasks like issuing weapons, performing inventory on weapons, and transporting weapons.

Table 9 presents tasks best differentiating between DAFSC 75330 and DAFSC 75350 incumbents and reflects the DAFSC 75350s added weapons control tasks as well as an added emphasis in forms preparation. However, despite the additional responsibilities, the DAFSC 75350 incumbents and DAFSC 75330 incumbents perform quite similar jobs. The fact the two DAFSC groups have a relative job time overlap of 77 percent best reflects their overall similarity.

The Small Arms Instruction Personnel and Marksmanship Range Personnel clusters contain the largest percentages of 5-skill level personnel (67 percent and 15 percent respectively, see Table 7). Also the Armory personnel cluster contains nine percent of the DAFSC 75350 personnel in the sample.

DAFSC 75370 personnel have the broadest job of any 753X0 DAFSC group as they perform an average of 256 tasks. Seven-skill level incumbents perform a similar job to that of DAFSC 75350 personnel as they still perform tasks such as instructing M-16 weapons safety procedures, performing weapons inventory, and operating the range tower. However, DAFSC 75370 personnel also perform supervisory tasks, such as determining work priorities, planning work assignments, and writing correspondence. Table 10 lists representative tasks for DAFSC 75370 personnel.

Table 11 reflects the tasks best differentiating between 5- and 7-skill level incumbents and highlights the 7-skill level incumbents' additional supervisory duties. Despite the addition of supervisory duties however, the DAFSC 75370 incumbents still perform a technical job similar to DAFSC 75350 personnel. The fact that the groups have a relative percent time overlap of 83 percent is a good reflection of the similarity of the two groups. Seventy-eight percent of the DAFSC 75370 personnel are in the Small Arms Instruction Personnel cluster identified in the career ladder structure.

AFS 753X1 DAFSC Group Analysis

Due to the small numbers of personnel in the DAFSC 75331 and DAFSC 75371 groups (three and ten members respectively), no separate analysis of the two 753X1 DAFSC groups can be made. Rather, the analysis considers the 753X1 specialty as a single group. AFS 753X1 respondents have the responsibility for performing depot maintenance on small arms and perform an average of 211 tasks. Table 12 gives representative tasks performed by AFS 753X1 respondents and reflects the heavy emphasis Gunsmiths place on weapon inspection and maintenance. Tasks performed by AFS 753X1 respondents include visually inspecting revolvers for cylinder indexing, visually inspecting weapon extractors, and removing or replacing weapon extractors.

As Table 7 shows, 23 percent of the 753X1 respondents are in the Small Arms Instruction personnel cluster. Table 7 also indicates the Gunsmiths independent job type holds the majority of the remaining gunsmith incumbents.

DAFSC 75391 Analysis

Table 13 lists tasks performed by DAFSC 75391 incumbents and reflects the supervisory emphasis of the DAFSC 75391 job. While 9-skill level incumbents perform marksmanship instruction on various small

arms, the focus of their job shifts to supervisory tasks like writing correspondence, compiling activity reports, drafting budget or financial requirements, and evaluating inspection reports. Tables 14 and 15 show those tasks best differentiating between DAFSC 75391 and DAFSC 75370 or DAFSC 75371 personnel. The tables further reflect the 9-skill level personnel's shift to a less technically oriented job. The shift is further highlighted by the decrease in relative percent time overlap between the 7- and 9-skill level groups. The percent time overlap between DAFSC 75370 and DAFSC 75391 personnel decreases to 70 percent while the difference between DAFSC 75371 and 75391 personnel is only 51 percent. DAFSC 75391 incumbents have the broadest job of any DAFSC group in the analysis as they average 262 tasks performed.

AFS 753X0 and 753X1 Differences

An additional part of the DAFSC analysis considers the differences between the 753X0 and 753X1 specialties. As task data shows, incumbents in the homogeneous 753X0 career field teach marksmanship fundamentals, perform range operations and maintenance, and inspect and maintain weapons. Gunsmiths, on the other hand, spend the largest amount of their time inspecting and maintaining weapons. Also, on a somewhat cyclical basis, Gunsmiths do perform intricate weapon modifications.

As Table 16 shows, 753X1 incumbents spent only three percent of their time in duty H, which involves the more intricate weapons maintenance tasks. However, in talking with 753X1 incumbents, Gunsmith performance of the intricate fabrication and repair tasks contained in duty H is quite cyclical; fabrication tasks can consume more than three percent of the Gunsmith's job time depending on the work requested. For example, during November and December 1979, Gunsmiths were modifying a large number of .45 caliber pistols for a special agency and their performance of fabrication tasks would be much higher. Due to the lack of fabrication task performance in the current survey, the intricate mechanical skill of the gunsmiths is not apparent.

The largest areas in common between the 753X0 and 753X1 specialties are the areas of inspecting and maintaining weapons (Duties F and G; see Table 16). AFS 753X1 personnel spend over 60 percent of their time inspecting and maintaining weapons, while Small Arms personnel spend 21 percent of their time in these areas. While the time the respective specialties spent on weapons inspection and maintenance tasks varies considerably, these areas do represent the largest overlap between the two career ladders. Table 17 provides common tasks performed by the two career ladders and indicates some overlap on a number of small arms inspection and maintenance tasks.

The largest difference between the specialties is Gunsmiths spend only small amounts of time in technical small arms instruction and range operations (Duties K, L, and M) while 753X0 incumbents spend 48 percent of their time within these duties (see Table 16). Another small

difference is that Gunsmiths spend three percent of their time in intricate weapons fabrication tasks whereas Small Arms personnel spend a negligible amount of time in this area. Due to the cyclical nature of fabrication tasks reported by the Gunsmiths, the differences may be much greater during different time periods. Tables 18 and 19 reflect tasks which differentiate between the two career ladders. Table 18 indicates much higher percentages of 753X0 incumbents perform marksmanship and range operations tasks than do 753X1 incumbents. Table 19 indicates a higher percentage of 753X1 personnel perform fabrication tasks and some inspection or maintenance tasks.

There are similarities between the 753X0 and 753X1 specialties in weapon inspection and maintenance functions as Tables 16 and 17 show but considerably fewer similarities between the two in the areas of marksmanship instruction, range operations and weapon fabrications (see Tables 18 and 19).

DAFSC Summary

The DAFSC analysis yields several points of interest. First, the DAFSC analysis reflects the homogeneity of the 753X0 specialty. Small arms instruction is performed through the 9-skill level. While 7- and 9-skill level incumbents do assume supervisory duties, they still retain many of the technical functions of their 3- and 5-skill level counterparts. Second, AFS 753X1 incumbents spend the majority of their job time on weapons inspection and maintenance and substantially less time in fabricating weapons parts and tools. Third, a percentage of AFS 753X1 incumbents do group within the Small Arms Instruction Personnel cluster. Fourth, there are similarities between the specialties in the areas of weapons inspection and maintenance; however, little similarity exists between the specialties in the areas of small arms instruction and range operations.

TABLE 6

TOP 20 TASKS PERFORMED BY 75330 RESPONDENTS
(N=18)

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
K556 INSTRUCT M-16 RIFLE TRIGGER CONTROL PROCEDURES	89
K557 INSTRUCT M-16 RIFLE WEAPON SAFETY PROCEDURES	89
K545 INSTRUCT M-16 RIFLE FIRING POSITIONS	89
K553 INSTRUCT M-16 RIFLE SIGHT ALIGNMENT PROCEDURES	89
K554 INSTRUCT M-16 RIFLE STOPPAGES AND IMMEDIATE ACTIONS	89
K549 INSTRUCT M-16 RIFLE MALFUNCTIONS, IMMEDIATE, AND REMEDIAL ACTIONS	89
K552 INSTRUCT M-16 RIFLE SIGHT ADJUSTMENTS	83
K548 INSTRUCT M-16 RIFLE LOADING AND CLEARING PROCEDURES	83
F134 CLEAR WEAPONS	83
K551 INSTRUCT M-16 RIFLE OPERATIONS	83
K493 INSTRUCT .38 CALIBER REVOLVER TRIGGER CONTROL PROCEDURES	83
K487 INSTRUCT .38 CALIBER REVOLVER LOADING AND CLEARING PROCEDURES	83
K541 INSTRUCT M-16 RIFLE BREATH CONTROL TECHNIQUES	83
K484 INSTRUCT .38 CALIBER REVOLVER FIRING POSITIONS	83
F137 FIELD STRIP WEAPONS OTHER THAN THE M-15 REVOLVER	78
F135 DETAIL STRIP WEAPONS	78
F136 FIELD STRIP M-15 REVOLVER	78
L670 CLEAR RIFLE STOPPAGES ON FIRING LINE	78
J462 ISSUE WEAPONS	78
L668 CLEAR HANDGUN STOPPAGES ON FIRING LINE	72

TABLE 7
PERCENTAGES OF SKILL-LEVEL PERSONNEL WITHIN SPECIALTY STRUCTURE GROUPS

	DAFSC 75330 (N=18)	DAFSC 75350 (N=234)	DAFSC 75370 (N=122)	DAFSC 753X1 (N=13)	DAFSC 75391 (N=20)
SMALL ARMS INSTRUCTION PERSONNEL (GRP039)	55	67	78	23	65
MARKSMANSHIP RANGE PERSONNEL (GRP037)	28	15	8	0	0
GUNSMITHS (GRP020)	0	*	1	61	0
SPECIALIZED TECHNICAL TRAINING RANGE INSTRUCTORS (GRP023)	6	2	0	0	0
ARMORY PERSONNEL (GRP026)	0	9	4	0	0
MARKSMANSHIP MANAGERS (GRP016)	0	0	5	8	30
NOT GROUPED	<u>11</u>	<u>6</u>	<u>4</u>	<u>8</u>	<u>5</u>
TOTAL	100	100	100	100	100

* INDICATES LESS THAN ONE PERCENT

TABLE 8

TOP 20 TASKS PERFORMED BY 75350 RESPONDENTS
(N=234)

TASK	PERCENT MEMBERS PERFORMING
F134 CLEAR WEAPONS	94
K554 INSTRUCT M-16 RIFLE SIGHT PICTURE PROCEDURES	85
K556 INSTRUCT M-16 RIFLE TRIGGER CONTROL PROCEDURES	85
K553 INSTRUCT M-16 RIFLE SIGHT ALIGNMENT PROCEDURES	84
L714 SECURE RANGE FACILITIES	84
K557 INSTRUCT M-16 RIFLE WEAPON SAFETY PROCEDURES	83
K544 INSTRUCT M-16 RIFLE DISASSEMBLY AND ASSEMBLY PROCEDURES	84
K548 INSTRUCT M-16 RIFLE LOADING AND CLEARING PROCEDURES	84
L712 SCORE TARGETS	83
J461 ISSUE AMMUNITION	83
J462 ISSUE WEAPONS	82
J460 INVENTORY WEAPONS	82
L704 INSTRUCT RANGE SAFETY RULES	81
J464 LOCK WEAPONS IN STORAGE FACILITIES	79
J475 TRANSPORT WEAPONS	77
J457 INSPECT TRANSPORT VEHICLES FOR COMPLIANCE WITH EXPLOSIVE SAFETY DIRECTIVES	77
J463 LOCK AMMUNITION OR AMMUNITION RESIDUES IN STORAGE FACILITIES	75
M736 PERFORM GROUNDS MAINTENANCE	72
J466 MAINTAIN CONTROL OF KEYS FOR STORAGE FACILITIES	69
J465 MAINTAIN COMMUNICATIONS WITH SECURITY POLICE DURING OPENING AND CLOSING OF STORAGE FACILITIES	63

TABLE 9

TASKS BEST DIFFERENTIATING BETWEEN DAFSC 75330 AND DAFSC 75350 INCUMBENTS
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 75330	DAFSC 75350	DIFFERENCE
G293 REMOVE OR REPLACE MATCH GRADE WEAPON SEARS	33	3	+30
G289 REMOVE OR REPLACE MATCH GRADE WEAPON DISCONNECTORS	28	3	+25
M134 MAINTAIN OVERHEAD BAFFLES	44	26	+18
E94 ISSUE PRIVACY ACT STATEMENT FORMS	28	12	+16
M731 MAINTAIN FENCES OR BARRIERS	50	35	+15
E128 PREPARE TEMPORARY ISSUE RECEIPT FORMS (AF FORM 1297)	17	53	-36
D87 PREPARE LESSON PLANS	22	58	-36
G338 REMOVE OR REPLACE WEAPON SIGHT COMPONENTS	17	50	-33
F204 MEASURE WEAPON FIRING PIN PROTRUSIONS	17	49	-32
E132 PREPARE UNSERVICEABLE (REPARABLE) TAG MATERIEL FORMS (DD FORM 1577-2)	22	53	-31
J463 LOCK AMMUNITION OR AMMUNITION RESIDUES IN STORAGE FACILITIES	56	75	-19
J459 INVENTORY AMMUNITION	61	73	-12
J461 ISSUE AMMUNITION	72	83	-11
J460 INVENTORY WEAPONS	72	82	-10

TABLE 10
TOP 20 TASKS PERFORMED BY 75370 RESPONDENTS
(N=122)

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
F134 CLEAR WEAPONS	92
L676 ENFORCE RANGE AND WEAPON SAFETY RULES	88
L714 SECURE RANGE FACILITIES	86
J460 INVENTORY WEAPONS	86
E93 INITIATE SMALL ARMS MARKSMANSHIP TRAINING RECORD FORMS (AF FORM 710)	84
K557 INSTRUCT M-16 RIFLE WEAPON SAFETY PROCEDURES	84
L711 OPERATE RANGE TOWER	83
L701 INSTRUCT MACHINE GUN DRY FIRE PROCEDURES	82
J461 ISSUE AMMUNITION	82
J453 ACCOMPANY PERSONNEL IN CONDUCTING INVENTORY OF AMMUNITION OR WEAPONS	81
A9 DETERMINE WORK PRIORITIES	81
J459 INVENTORY AMMUNITION	80
J462 ISSUE WEAPONS	80
J464 LOCK WEAPONS IN STORAGE FACILITIES	80
B48 SUPERVISE SMALL ARMS SPECIALISTS (AFSC 75350)	78
A26 SCHEDULE RANGE USAGE	78
A21 PLAN WORK ASSIGNMENTS	77
B51 WRITE CORRESPONDENCE	72
A10 DETERMINE WORKLOAD REQUIREMENTS	72

TABLE 11

TASKS BEST DIFFERENTIATING BETWEEN DAFSC 75350 AND DAFSC 75370 INCUMBENTS
(PERCENT MEMBERS PERFORMING)

<u>TASK</u>	<u>DAFSC 75350</u>	<u>DAFSC 75370</u>	<u>DIFFERENCE</u>
K521 INSTRUCT M-148 GRENADE LAUNCHER CARE AND CLEANING PROCEDURES	21	15	+6
K522 INSTRUCT M-148 GRENADE LAUNCHER CHARACTERISTICS	20	14	+6
J469 PERFORM ALARM SYSTEMS TESTS	54	48	+6
G298 REMOVE OR REPLACE REVOLVER CYLINDERS	35	30	+5
K649 INSTRUCT PREPARATION OF RANGE CARDS	31	27	+4
C58 PREPARE APRs	16	72	-56
B48 SUPERVISE SMALL ARMS SPECIALISTS (AFSC 75350)	24	78	-54
A25 SCHEDULE LEAVES OR PASSES	16	67	-51
A14 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP)	24	72	-48
A21 PLAN WORK ASSIGNMENTS	29	77	-48
A15 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	15	62	-47
B31 COUNSEL PERSONNEL	27	74	-47

TABLE 12

REPRESENTATIVE TASKS PERFORMED BY 753X1 RESPONDENTS

TASK	PERCENT MEMBERS PERFORMING
F215 VISUALLY INSPECT REVOLVERS FOR CYLINDER INDEXING	92
F230 VISUALLY INSPECT WEAPON EXTRACTORS	92
F234 VISUALLY INSPECT WEAPON GRIPS, STOCKS, HANDGUARDS, OR FOREARMS	92
F216 VISUALLY INSPECT REVOLVERS FOR FORESPACE CLEARANCES	92
F227 VISUALLY INSPECT WEAPON BUTTSTOCK ASSEMBLIES	92
F217 VISUALLY INSPECT SERVICE GRADE WEAPON CYLINDER STOP NOTCHES	92
F228 VISUALLY INSPECT WEAPON DISCONNECTORS	92
F231 VISUALLY INSPECT WEAPON FIRING PINS OR BUSHINGS	92
F235 VISUALLY INSPECT WEAPON HAMMER COMPONENTS	92
F223 VISUALLY INSPECT WEAPON BARRELS	92
F214 VISUALLY INSPECT REVOLVER CYLINDERS FOR DAMAGE, SUCH AS OBSTRUCTIONS OR CORROSIONS	92
F229 VISUALLY INSPECT WEAPON EJECTORS	92
F233 VISUALLY INSPECT WEAPON GAS TUBES	92
F225 VISUALLY INSPECT WEAPON BOLT GROUPS EXCLUDING REVOLVER BOLT ASSEMBLIES	85
F196 INSPECT WEAPONS FOR HEADSPACE TOLERANCES USING GO-NO-GO GAUGES	85
G317 REMOVE OR REPLACE WEAPON BUTTSTOCK ASSEMBLIES	77
G321 REMOVE OR REPLACE WEAPON EXTRACTORS	69
G281 REMOVE OR REPLACE EXTERIOR WEAPON PARTS, SUCH AS STOCKS OR FOREARMS	69
G328 REMOVE OR REPLACE WEAPON HAMMER COMPONENTS	69
G319 REMOVE OR REPLACE WEAPON DISCONNECTORS	69

TABLE 13

TOP 20 TASKS PERFORMED BY 75391 RESPONDENTS
(N=20)

TASK	PERCENT MEMBERS PERFORMING
A3 COMPILE ACTIVITY REPORTS	100
A1 ASSIGN PERSONNEL TO DUTY POSITIONS	100
B51 WRITE CORRESPONDENCE	95
A13 DRAFT BUDGET OR FINANCIAL REQUIREMENTS	95
C53 EVALUATE INSPECTION REPORTS	95
A22 PREPARE BRIEFINGS	95
A14 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP)	95
A15 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	95
C58 PREPARE APRs	95
A7 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	90
A10 DETERMINE WORKLOAD REQUIREMENTS	90
D82 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	90
A9 DETERMINE WORK PRIORITIES	90
C62 WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	85
C57 INDORSE AIRMEN PERFORMANCE REPORTS (APRs)	85
C52 EVALUATE COMPLIANCE WITH WORK STANDARDS	85
B39 INITIATE PERSONNEL ACTION REQUESTS	85
B27 CONDUCT STAFF MEETINGS	70
B50 SUPERVISE SMALL ARMS TECHNICIANS (AFSC 75370)	70

TABLE 14

TASKS BEST DIFFERENTIATING BETWEEN DAFSC 75370 AND DAFSC 75391 INCUMBENTS
(PERCENT MEMBERS PERFORMING)

<u>TASK</u>	<u>DAFSC 75370</u>	<u>DAFSC 75391</u>	<u>DIFFERENCE</u>
K487 INSTRUCT .38 CALIBER REVOLVER LOADING AND CLEANING PROCEDURES	84	50	+34
K543 INSTRUCT M-16 RIFLE CHARACTERISTICS	85	55	+30
K544 INSTRUCT M-16 RIFLE DISASSEMBLY AND ASSEMBLY PROCEDURES	85	55	+30
K545 INSTRUCT M-16 RIFLE FIRING POSITIONS	85	55	+30
K548 INSTRUCT M-16 RIFLE LOADING AND CLEARING PROCEDURES	85	55	+30
K493 INSTRUCT .38 CALIBER REVOLVER TRIGGER CONTROL PROCEDURES	84	55	+29
B39 INITIATE PERSONNEL ACTION REQUESTS	27	85	-58
C57 INDORSE AIRMEN PERFORMANCE REPORTS (APRs)	35	85	-50
B27 CONDUCT STAFF MEETINGS	21	70	-49
D64 ASSIGN ON-THE-JOB (OJT) TRAINERS	27	75	-48
C56 EVALUATE SUGGESTIONS	52	100	-48
A2 ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	49	95	-46

TABLE 15

TASKS BEST DIFFERENTIATING BETWEEN DAFSC 75371 AND DAFSC 75391 INCUMBENTS
(PERCENT MEMBERS PERFORMING)

<u>TASK</u>	<u>DAFSC 75371</u>	<u>DAFSC 75391</u>	<u>DIFFERENCE</u>
F215 VISUALLY INSPECT REVOLVERS FOR CYLINDER INDEXING	92	65	+27
F216 VISUALLY INSPECT REVOLVERS FOR FORESPACE CLEARANCES	92	65	+27
F227 VISUALLY INSPECT WEAPON BUTTSTOCK ASSEMBLIES	92	65	+27
F238 VISUALLY INSPECT WEAPON OPERATING ROD PISTONS	92	75	+17
F235 VISUALLY INSPECT WEAPON HAMMER COMPONENTS	92	75	+17
C56 EVALUATE SUGGESTIONS	23	95	-72
A1 ASSIGN PERSONNEL TO DUTY POSITIONS	38	100	-62
B27 CONDUCT STAFF MEETINGS	15	70	-55
C62 WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	31	85	-54
A10 DETERMINE WORKLOAD REQUIREMENTS	38	90	-52

TABLE 16

RELATIVE PERCENT TIME SPENT ON DUTIES BY AFS 753X0 AND AFS 753X1
SPECIALTY GROUPS

DUTY	AFS 753X0	AFS 753X1
A ORGANIZING AND PLANNING	4	7
B DIRECTING AND IMPLEMENTING	3	5
C INSPECTING AND EVALUATING	1	2
D PERFORMING TRAINING AND RELATED FUNCTIONS	4	2
E PERFORMING ADMINISTRATIVE FUNCTIONS	8	7
F INSPECTING WEAPONS	14	37
G MAINTAINING WEAPONS	7	24
H DESIGNING, FABRICATING, AND MODIFYING WEAPON PARTS, TOOLS, AND FIXTURES	*	3
I TESTING AND EVALUATING WEAPONS AND AMMUNITION	*	1
J CONTROLLING AND SAFEGUARDING WEAPONS AND AMMUNITION	11	4
K INSTRUCTING MARKSMANSHIP FUNDAMENTALS	27	2
L PERFORMING RANGE OPERATIONS	15	3
M PERFORMING RANGE MAINTENANCE	6	1

* INDICATES LESS THAN ONE PERCENT

TABLE 17

REPRESENTATIVE COMMON TASKS PERFORMED BY AFS 753X0 AND 753X1 INCUMBENTS
(PERCENT MEMBERS PERFORMING)

TASK	753X0 (N=374)	753X1 (N=13)
F134 CLEAR WEAPONS	93	77
F135 DETAIL STRIP WEAPONS	76	85
F141 INSPECT EXTERIOR WEAPON PARTS, SUCH AS STOCKS OR RIVETS	80	77
F142 INSPECT EXTERNAL WEAPON SAFETIES	80	77
F192 INSPECT WEAPON SIGHTS FOR DAMAGE, SUCH AS BROKEN REAR LEAF OR BROKEN WINDAGE SCREW	77	85
F223 VISUALLY INSPECT WEAPON BARRELS	78	92
F205 PERFORM DRY FIRE CYCLES	69	85
F225 VISUALLY INSPECT WEAPON BOLT GROUPS EXCLUDING REVOLVER BOLT ASSEMBLIES	73	85
F226 VISUALLY INSPECT WEAPON BUFFERS	76	92
F228 VISUALLY INSPECT WEAPON DISCONNECTORS	75	92
F230 VISUALLY INSPECT WEAPON EXTRACTORS	80	92
F231 VISUALLY INSPECT WEAPON FIRING PINS OR BUSHINGS	78	92
F233 VISUALLY INSPECT WEAPON GAS TUBES	75	92
F234 VISUALLY INSPECT WEAPON GRIPS, STOCKS, HANDGUARDS, OR FIREARMS	80	92
F235 VISUALLY INSPECT WEAPON HAMMER COMPONENTS	72	92
F243 VISUALLY INSPECT WEAPON SEARS	70	92
F244 VISUALLY INSPECT WEAPON SELECTOR LEVERS	76	92
G258 CLEAN REVOLVER CYLINDERS	71	77
G259 CLEAN WEAPON BARRELS	78	77

TABLE 18

TASKS PERFORMED BY 753X0 INCUMBENTS THAT DIFFERENTIATE BETWEEN THE 753X0
AND 753X1 CAREER LADDERS
(PERCENT MEMBERS PERFORMING)

TASK	753X0 (N=374)	753X1 (N=13)
K476 BRIEF ON THE USE OF FORCE	75	23
K481 INSTRUCT .38 CALIBER REVOLVER BREATH CONTROL TECHNIQUES	79	8
K482 INSTRUCT .38 CALIBER REVOLVER CASE AND CLEANING PROCEDURES	80	15
K483 INSTRUCT .38 CALIBER REVOLVER CHARACTERISTICS	79	8
K484 INSTRUCT .38 CALIBER REVOLVER FIRING POSITIONS	82	8
K487 INSTRUCT .38 CALIBER REVOLVER LOADING AND CLEANING PROCEDURES	83	23
K489 INSTRUCT .38 CALIBER REVOLVER NOMENCLATURE	80	8
K491 INSTRUCT .38 CALIBER REVOLVER SIGHT ADJUSTMENTS	79	8
K493 INSTRUCT .38 CALIBER REVOLVER TRIGGER CONTROL PROCEDURES	82	8
K541 INSTRUCT M-16 RIFLE BREATH CONTROL TECHNIQUES	84	8
K542 INSTRUCT M-16 RIFLE CARE AND CLEANING PROCEDURES	82	8
K543 INSTRUCT M-16 RIFLE CHARACTERISTICS	83	8
K546 INSTRUCT M-16 RIFLE FUNCTION CHECKS	78	8
K547 INSTRUCT M-16 RIFLE FUNCTIONS	81	8
K548 INSTRUCT M-16 RIFLE LOADING AND CLEANING PROCEDURES	84	8
K551 INSTRUCT M-16 RIFLE OPERATIONS	82	8
K552 INSTRUCT M-16 RIFLE SIGHT ADJUSTMENTS	83	8
K556 INSTRUCT M-16 RIFLE TRIGGER CONTROL PROCEDURES	85	8
K557 INSTRUCT M-16 RIFLE WEAPON SAFETY PROCEDURES	84	8
L665 BRIEF RIFLE MALFUNCTION CLEARING PROCEDURES	76	15
L668 CLEAR HANDGUN STOPPAGES ON FIRING LINE	78	15
L676 ENFORCE RANGE AND WEAPON SAFETY RULES	80	8
L696 INSTRUCT COURSES OF FIRE	81	8
L700 INSTRUCT HANDGUN PRACTICE FIRE PROCEDURES	75	8
L709 INSTRUCT RANGE SAFETY RULES	81	8
L712 SCORE TARGETS	83	23
L714 SECURE RANGE FACILITIES	84	23
M735 MAINTAIN TARGET LINES	71	8
M736 PERFORM GROUNDS MAINTENANCE	72	15
M742 REMOVE OR REPLACE WARNING DEVICES, SUCH AS SIGNS OR FLAGS	70	23

TABLE 19

TASKS PERFORMED BY 753X1 INCUMBENTS THAT DIFFERENTIATE BETWEEN THE 753X0
AND 753X1 CAREER LADDERS
(PERCENT MEMBERS PERFORMING)

TASK	753X0 (N=374)	753X1 (N=13)
F163 INSPECT SERVICE GRADE REVOLVER CENTER PINHOLES USING PRECISION TOOLS	3	69
F166 INSPECT SERVICE GRADE WEAPON BIPODS	36	77
F167 INSPECT SERVICE GRADE WEAPON COVER GROUPS AND FEED TRAYS	37	77
F173 INSPECT WEAPON BARRELS USING PRECISION TOOLS	25	69
F179 INSPECT WEAPON FIRING PINS OR BUSHING USING PRECISION TOOLS	19	69
F184 INSPECT WEAPON OPERATING ROD PISTONS USING PRECISION TOOLS	4	69
F185 INSPECT WEAPON OPERATING RODS, SPRINGS, OR GUIDES USING PRECISION TOOLS	4	69
F208 VISUALLY INSPECT .22 CALIBER ADAPTER KIT BOLT CARRIER KEYS	20	77
F218 VISUALLY INSPECT SERVICE GRADE WEAPON GAS CYLINDERS	37	85
F227 VISUALLY INSPECT WEAPON BASE PLATES	38	85
G256 BLUE WEAPONS	3	62
G266 FILE AND DEBURR WEAPON EJECTORS	8	62
G267 FILE AND STONE WEAPON DISCONNECTORS	5	62
G280 RECROWN WEAPON MUZZLES	1	62
G297 REMOVE OR REPLACE REVOLVER CYLINDER INDEXING COMPONENTS	21	62
G298 REMOVE OR REPLACE REVOLVER CYLINDERS	33	69
G304 REMOVE OR REPLACE SERVICE GRADE WEAPON BARREL COMPONENTS	28	69
G306 REMOVE OR REPLACE SERVICE GRADE WEAPON GAS CYLINDERS	18	62
G318 REMOVE OR REPLACE WEAPON COVER GROUP COMPONENTS	22	69
G322 REMOVE OR REPLACE WEAPON FEED TRAY COMPONENTS	21	69
G365 STONE AND DEBURR WEAPON SEAR ANGLES	8	62
G366 STONE AND POLISH REVOLVER BOLTS	7	62
G367 STONE AND POLISH WEAPON BOLTS	5	62
G368 STONE AND POLISH WEAPON HAMMER COMPONENTS	8	62
G369 STONE AND REALIGN WEAPON ACTION BARS	4	62
H371 DESIGN WEAPON REPAIR FIXTURES OR JIGS	1	46
H372 DESIGN WEAPON REPAIR TOOLS	3	46
H392 FABRICATE M-15 REVOLVER CROWNING TOOLS	1	54
H396 FABRICATE M-15 REVOLVER HEADSPACE GAUGES	2	54
H399 FABRICATE M-15 REVOLVER YOKESPACE STRETCHES	1	54

COMPARISON OF AFR 39-1 SPECIALTY DESCRIPTIONS WITH DAFSC GROUPS

The AFR 39-1 analysis compares the specialty descriptions of the Small Arms and Gunsmith specialties with survey data to determine the accuracy and completeness of these descriptions. The AFR 39-1 specialty description for the 75330 and 75350 AFSCs was dated 15 March 1978; the specialty description of the 75370 AFSC was dated 1 June 1977; and specialty descriptions for the 753X1 and 75391 AFSC were dated 15 October 1978.

The specialty description analysis revealed no major problem areas. All specialty descriptions present a generally comprehensive coverage of specialty jobs.

ANALYSIS OF TAFMS GROUPS

The analysis of AFS 753X0 TAFMS groups indicates the same overall homogeneity across enlistment groups as was found in the specialty structure and DAFSC analyses. The job of each enlistment period revolves around teaching marksmanship fundamentals, safeguarding and inspecting weapons, and performing range operations.

Table 20 gives a composite job description for AFS 753X0 first enlistment personnel. As Table 20 indicates, first term incumbents teach marksmanship fundamentals and perform other tasks concerning range operations and weapons safeguarding or inspection. Table 21 gives the percentage of first term respondents giving instruction on various small arms. A large percentage of first term incumbents give instruction on the M-870 shotgun, M-15 (.38 caliber) pistol, M-16 rifle, and GAU-5A (modified M-16) rifle.

The only noticeable change between first term incumbents and incumbents in subsequent enlistment periods is that more experienced incumbents gradually assume some supervisory duties. However, even in senior enlistment groups, supervisory duties never completely overtake the performance of technical small arm instruction tasks. For example, incumbents with over 20 years TAFMS still spend 20 percent of their time teaching marksmanship fundamentals and only 27 percent of their time in supervisory tasks. In general, the TAFMS analysis reveals very few differences between groups with varying TAFMS experience.

There is no time in career field (TICF) or TAFMS analysis of AFS 753X1 respondents due to the small size of the career ladder.

TABLE 20

COMPOSITE JOB DESCRIPTION OF AFS 753X0 1-48 MOS ENLISTMENT PERSONNEL

TRANSPORT WEAPONS, AMMUNITION, OR BRASS
 ISSUE, STORE, AND RECEIVE AMMUNITION AND WEAPONS
 LOCK WEAPONS AND AMMUNITION IN STORAGE FACILITIES
 CLEAR WEAPON STOPPAGES ON FIRING LINE
 INVENTORY AMMUNITION AND WEAPONS
 SECURE RANGE EQUIPMENT AND FACILITIES
 PREPARE TEMPORARY ISSUE RECEIPTS AND OTHER MARKSMANSHIP DATA FORMS
 CLEAN WEAPON BARRELS AND REVOLVER CYLINDERS
 INSTRUCT WEAPON ASSEMBLY AND DISASSEMBLY PROCEDURES
 INSTRUCT WEAPON CARE AND CLEANING PROCEDURES
 INSTRUCT WEAPON TRIGGER CONTROL PROCEDURES
 INSTRUCT WEAPON SAFETY PROCEDURES
 INSTRUCT WEAPON BREATH CONTROL PROCEDURES
 INSTRUCT WEAPON FIRING POSITIONS
 INSTRUCT SIGHT ALIGNMENT OR ADJUSTMENT PROCEDURES
 INSTRUCT AND ENFORCE RANGE SAFETY RULES AND PROCEDURES
 VISUALLY INSPECT WEAPON SIGHTS, GRIPS, STOCKS, LEVERS, AND EXTRACTORS

TABLE 21

 WEAPONS TAUGHT BY AFS 753X0 FIRST ENLISTMENT PERSONNEL
 (PERCENT MEMBERS TEACHING)

<u>WEAPON</u>	<u>FIRST- TERMERS</u>
M-15	81
M-16	77
M-870 SHOTGUN	52
GAU-5A RIFLE	33
M-203 GRENADE LAUNCHER	28
M-60 BIPOD MACHINE GUN	27
M-148 GRENADE LAUNCHER	24
M-79 GRENADE LAUNCHER	21
M-60 TRIPOD	15
M-12 SHOTGUN	11

ANALYSIS OF AFS 753X0 CONUS AND OVERSEAS PERSONNEL

The analysis of the differences among CONUS and overseas DAFSC 75350 personnel also forms a part of the survey analysis. Generally, in this study, there were no major differences between CONUS and overseas personnel. Overseas 75350 personnel have a slightly broader job as they perform an average of 240 tasks while CONUS personnel perform an average of 194 tasks. Also, overseas personnel perform larger numbers of weapons maintenance tasks than CONUS personnel. Table 22 indicates representative weapons maintenance tasks performed by CONUS and overseas personnel and shows the higher performance of these tasks by overseas personnel.

In summary, while there are small differences, the core job of small arms marksmanship instruction is identical for both CONUS and overseas 75350 personnel.

TABLE 22

REPRESENTATIVE WEAPONS MAINTENANCE TASKS PERFORMED BY
CONUS AND OVERSEAS 75350 PERSONNEL
(PERCENT MEMBERS PERFORMING)

<u>TASK</u>	<u>CONUS</u>	<u>OVERSEAS</u>	<u>DIFFERENCE</u>
G314 REMOVE OR REPLACE WEAPON BOLT GROUPS EXCLUDING REVOLVER BOLT ASSEMBLIES	45	85	-40
G335 REMOVE OR REPLACE WEAPON SEARS	38	76	-38
G300 REMOVE OR REPLACE REVOLVER YOKES	31	68	-37
G340 REMOVE OR REPLACE WEAPON TRIGGER GROUP COMPONENTS	35	71	-36
G320 REMOVE OR REPLACE WEAPON EJECTORS	50	85	-35
G315 REMOVE OR REPLACE WEAPON BUFFERS	48	82	-34
G336 REMOVE OR REPLACE WEAPON SELECTOR LEVERS	46	79	-33
G341 REMOVE OR REPLACE WEAPON TRIGGERS	46	79	-33

ANALYSIS OF MAJOR COMMAND DIFFERENCES

The analysis of major command differences considers respondents from USAFE, AFLC, PACAF, ATC, MAC, SAC, and TAC. The group of ATC respondents is the largest of the seven with 111 members; the SAC group contains 72 members and the TAC group 62 respondents. The remaining major command groups have less than 40 incumbents each.

The largest difference between the groups is between ATC respondents and the other six major command respondents. While SAC and TAC respondents spend somewhat more time instructing grenade launcher, machine gun, and shotgun procedures, generally all major command groups except for the ATC respondents perform the small arms instruction functions characterizing the Small Arms Instruction Personnel cluster.

On the other hand, ATC respondents appear to have the most specialized job of any major command respondents. ATC respondents perform an average of 121 tasks whereas the other six major command groups average over 200 tasks performed. ATC respondents primarily teach M-16 rifle and .38 caliber revolver marksmanship fundamentals. However, as Table 23 shows, lower percentages of ATC respondents perform weapon inspection or maintenance tasks and give machine gun instruction than the other major command groups. ATC respondents do spend a considerably larger portion of their job time (over 16 percent) controlling and safeguarding weapons than other major command groups. Since a large number of ATC Small Arms personnel are assigned to Lackland AFB, their differences are easily explained. ATC Small Arms personnel at Lackland do not service weapons because of the 753X1 Gunsmith personnel assigned to Lackland AFB. Also, since ATC Small Arms personnel are heavily involved in basic trainee marksmanship training and preliminary Security Police training, the instruction on other weapons is not performed.

In summary, the analyses of major command differences reflects the homogeneity of the career ladder. ATC respondents while still performing small arms instruction tasks, are the most specialized of the major command respondents due to their lack of weapons inspection or maintenance and the lack of instruction on machine guns and grenade launchers.

TABLE 23

REPRESENTATIVE TASKS PERFORMED BY MAJCOM AFS 753X0 RESPONDENTS
(PERCENT MEMBERS PERFORMING)

TASK	USAFE (N=28)	AFLC (N=17)	ATC (N=111)	MAC (N=36)	PACAF (N=14)	SAC (N=72)	TAC (N=62)
F209 VISUALLY INSPECT INTERNAL WEAPON SAFETIES	79	53	25	69	79	72	74
F217 VISUALLY INSPECT SERVICE GRADE WEAPON CYLINDER STOP NOTCHES	79	65	34	67	64	60	81
F192 INSPECT WEAPON SIGHTS FOR DAMAGE, SUCH AS BROKEN REAR LEAF OR BROKEN WINDAGE SCREW	96	82	51	89	86	92	86
G321 REMOVE OR REPLACE WEAPON EXTRACTORS	89	94	27	86	86	82	76
G323 REMOVE OR REPLACE WEAPON FIRING PINS	89	76	27	78	86	86	81
K612 INSTRUCT M-60 MACHINE GUN SIGHT ALIGNMENT PROCEDURES	14	12	6	33	14	40	34
K613 INSTRUCT M-60 MACHINE GUN SIGHT PICTURE PROCEDURES	14	12	6	33	14	40	34
K604 INSTRUCT M-60 MACHINE GUN OPERATIONS	14	12	7	33	14	39	31

ANALYSIS OF SECURITY POLICE AND SMALL ARMS ARMORY PERSONNEL

The survey analysis also includes a comparison of Security Police Armory Personnel with Small Arms Armory Personnel. The analysis is included due to apparent task and title similarities between job groups in the two separate surveys. The analysis takes Security Police Armorer job type data from the occupational survey of the Security Police career field (AFS 811XX) completed in 1979 and compares it with the armory personnel in the current Small Arms survey. Since the data for the comparison is from two different surveys, at best only a rough comparison of groups is possible.

However, as Table 24 indicates, Security Police Armorers and Small Arms Armory Personnel perform a number of similar tasks. The similar tasks concern issuing or receiving weapons, issuing ammunition, inspecting weapons, and securing weapons. Table 25 gives background information on the two job groups and indicates there are a number of similarities between the job groups in skill level distribution, number of tasks performed, and job satisfaction indices. The job satisfaction comparison is interesting in that the Security Police Armorers job satisfaction indices are average for the Security Police career field, while the Armory Personnel job satisfaction indices are somewhat low for the Small Arms and Gunsmith specialties in the current survey.

In summary, while it is difficult to perform an in-depth analysis of job groups in different studies, the current analysis reveals the Security Police Armorers and Small Arms Armory Personnel are at least somewhat similar based upon tasks performed and background characteristics of the groups.

TABLE 24

COMPARISON OF SELECTED ARMORY GROUP TASKS IN
811XX AND 753X0/X1 OCCUPATIONAL SURVEYS
(PERCENT MEMBERS PERFORMING)

811XX TASK	753XX TASK	TITLE	811XX ARMORERS (N=202)	753X0 ARMORY PERSONNEL (N=29)
0540		STORE OR TURN IN WEAPONS	87	
0533		ISSUE OR RECEIVE WEAPONS OR EQUIPMENT	93	
0538		RECEIVE, STORE, OR RETURN GOVERNMENT OWNED WEAPONS	83	
	J462	ISSUE WEAPONS		97
	J452	ACCEPT WEAPONS AFTER USE		86
0526		CLEAN WEAPONS MECHANISMS OR PARTS	90	
	G258	CLEAN REVOLVER CYLINDERS		38
	G259	CLEAN WEAPON BARRELS		45
0530		INSPECT OPERATIONAL CONDITION OF WEAPONS	86	
	F142	INSPECT EXTERIOR PARTS, SUCH AS STOCKS OR RIVETS		52
0523		ACCOUNT FOR AMMUNITION	84	
	J459	INVENTORY AMMUNITION		72
0532	J461	ISSUE AMMUNITION	72	90
0536		MAINTAIN RECORDS ON WEAPONS OR EQUIPMENT	68	
F231		MAINTAIN RECORDS OF EQUIPMENT	37	
	E128	PREPARE TEMPORARY ISSUE RECEIPT FORMS (AF FORM 1297)		69
	E99	MAINTAIN AMMUNITION FILES		38
F227		INVENTORY EQUIPMENT, TOOLS, WEAPONS, OR SUPPLIES	52	
	J460	INVENTORY WEAPONS		97
0531		SECURE WEAPONS IN WEAPONS STORAGE LOCKERS	47	
	J464	LOCK WEAPONS IN STORAGE FACILITIES		97
	J463	LOCK AMMUNITION OR AMMUNITION RESIDUES IN STORAGE FACILITIES		90

TABLE 25
BACKGROUND DATA COMPARISON OF SECURITY POLICE ARMORERS AND
SMALL ARMS ARMORY PERSONNEL

	<u>753X0/X1 ARMORY PERSONNEL</u>	<u>811XX ARMORERS</u>
NUMBER IN GROUP	29	202
PERCENT OF RESPECTIVE SAMPLE	4%	7%
<hr/>		
GRADE DISTRIBUTION:		
3-SKILL LEVEL	0	10
5-SKILL LEVEL	76	70
7-SKILL LEVEL	17	20
9-SKILL LEVEL	0	0
OTHER	7	0
<hr/>		
AVERAGE NUMBER OF TASKS PERFORMED	49	39
PERCENT IN FIRST ENLISTMENT	31%	55%
TIME IN CAREER FIELD (MONTHS)	44	60
TIME IN SERVICE (MONTHS)	97	66
FINDS JOB INTERESTING	48%	49%
FEELS TALENTS WELL UTILIZED	48%	59%
FEELS TRAINING WELL UTILIZED	48%	63%
PLANS TO REENLIST	66%	44%

ANALYSIS OF JOB DIFFICULTY INDICES (JDI)

Table 26 gives job difficulty indices and related data for the job clusters and job types identified in the specialty analysis. The table indicates the groups with the highest JDIs are the Gunsmiths and several job types within the Small Arms Instruction Personnel cluster. The high JDI for the Gunsmiths results from the performance of a large number of generally more difficult tasks such as designing weapon repair tools. The Gunsmiths job type is composed of predominantly 753X1 incumbents. The Gunsmith incumbents are competent machinists, metalworkers, and welders due to the nature of their work; the need for these skills is partially supported by their high job difficulty and ATDPUTS indices. (The ATDPUTS, Average Task Difficulty Per Unit Time Spent, is a general measure of the difficulty of the tasks performed by a group.) While job types within the Small Arms Instruction Personnel cluster generally perform less difficult tasks than the Gunsmiths, the performance of a larger number of tasks makes their jobs difficult. Also of interest is the JDI and ATDPUTS of the Marksmanship Managers job group. The Marksmanship Managers have the highest ATDPUTS of any job group identified. Since the Marksmanship Managers generally perform more difficult tasks than the rest of the survey incumbents, their lower average number of tasks performed accounts for their lower JDI.

Table 26 indicates the Specialized Technical Training Range Instructors and Armory Personnel have the lowest JDIs. The low JDI for the Specialized Technical Training Range Instructors is attributable to the low average number of tasks they perform. The low JDI for the Armory Personnel is attributable to the generally low difficulty of the tasks they performed and to the low number of tasks they perform. The low JDIs of the two groups are interesting as the groups also had low job satisfaction indices (see Table 5 and Appendix A).

TABLE 26

JOB DIFFICULTY INDICES AND RELATED DATA BY JOB GROUPS

<u>JOB GROUP</u>	<u>AVERAGE NUMBER OF TASKS PERFORMED</u>	<u>ATDPUTS*</u>	<u>JDI</u>
I. SMALL ARMS INSTRUCTION PERSONNEL	280	4.4	15.3
A. SMALL ARMS INSTRUCTORS	370	4.5	18.0
B. WEAPONS INSPECTION INSTRUCTORS	224	4.3	13.7
C. RANGE OPERATION INSTRUCTORS	185	4.3	11.9
D. SMALL ARMS NCOICs	198	4.5	13.9
E. SMALL ARMS SUPERVISORS	250	4.5	15.4
II. MARKSMANSHIP RANGE PERSONNEL	106	4.3	8.5
A. BASE RANGE OPERATORS	123	4.3	9.3
B. TECHNICAL TRAINING INSTRUCTORS	111	4.3	9.1
C. BASE RANGE MAINTENANCE PERSONNEL	103	4.2	8.3
D. TECHNICAL TRAINING RANGE OPERATORS	75	4.2	6.5
III. GUNSMITHS	204	4.7	15.7
IV. SPECIALIZED TECHNICAL TRAINING RANGE INSTRUCTORS	32	4.3	5.4
V. ARMORY PERSONNEL	49	4.0	3.9
A. ARMORY MONITOR	94	4.3	8.2
B. ARMORY ATTENDANTS	37	3.9	2.7
VI. MARKSMANSHIP MANAGERS	60	4.9	10.9

* AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT

COMPARISON OF CURRENT SURVEY TO PREVIOUS SURVEY

The survey analysis also compares the current survey findings with the July 1977 survey of the 753X0 specialty. Table 27 presents a matching of 1977 job groups with the 1979 job groups. As Table 27 indicates, the majority of the job groups in the 1977 survey match a job group in the current survey. The matching indicates an overall stability in the career ladder from 1977 to present.

There are several minor differences in the two surveys, however. The most obvious difference is the appearance of the Gunsmiths in the current survey. The current survey is the first analysis performed on the 753X1 specialty. Also, Specialized Technical Training Range Instructors are identified in the present survey, but were not identified in the previous survey. The increased detail of the 1979 job inventory (742 tasks versus 309 in the 1977 inventory) allows the identification of groups such as the Specialized Technical Training Range Instructors.

Another difference between the surveys involves Armory Personnel. Although the 1977 survey identified the Armory Personnel as three independent job types, in the current survey they group as a cluster with two job types.

TABLE 27

COMPARISON OF JOB GROUPS IN THE 1977 SURVEY TO THE 1979 SURVEY

1977 SURVEY JOB GROUPS

**BASE SMALL ARMS
MARKSMANSHIP NCOs
SMALL ARMS MARKSMANSHIP INSTRUCTORS**

FIRING LINE INSTRUCTORS

**WEAPONS STORAGE NCOs
WEAPONS STORAGE ASSISTANTS
AMMUNITION STORAGE ASSISTANTS**

**SMALL ARMS MARKSMANSHIP TRAINING
MANAGERS**

UNMATCHED

1979 SURVEY JOB GROUPS

SMALL ARMS INSTRUCTION PERSONNEL

MARKSMANSHIP RANGE PERSONNEL

ARMORY PERSONNEL

MARKSMANSHIP MANAGERS

**GUNSMITHS
SPECIALIZED TECHNICAL TRAINING RANGE
INSTRUCTORS**

ANALYSIS OF TASK DIFFICULTY

Tables 28 through 30 contain tasks of high, average and low difficulty as rated by senior 753X0 respondents. As Table 28 indicates, tasks rated highest in terms of task difficulty involve designing or fabricating weapon parts or tools. As Table 29 indicates, the tasks rated lowest in task difficulty involve range operations such as inspection for obstruction and the maintenance of range targets. Table 30 indicates tasks of average difficulty range from giving instruction on various weapons and inspecting weapons to preparing lesson plans and performing inventory of ammunition.

TABLE 28

THE TEN TASKS RATED HIGHEST IN DIFFICULTY BY
753X0 RESPONDENTS

<u>TASK</u>	<u>TASK DIFFICULTY RATING</u>	<u>PERCENT MEMBERS PERFORMING</u>
H419 FABRICATE WEAPON BARRELS	7.86	2
H439 PERFORM MAJOR WEAPON MODIFICATIONS, SUCH AS RECONFIGURING BARRELS	7.86	2
H370 DESIGN WEAPON PARTS	7.84	3
H372 DESIGN WEAPON REPAIR TOOLS	7.67	4
H428 FABRICATE WEAPON MAINSPRING HOUSINGS	7.63	2
H437 FABRICATE WEAPON TRIGGERS	7.63	2
H382 FABRICATE CUSTOM RIFLE STOCKS	7.61	2
H384 FABRICATE CUSTOM SHOTGUN OR CUSTOM RIFLE FORENDS	7.61	2
H420 FABRICATE WEAPON BOLT HANDLES	7.61	2
H394 FABRICATE M-15 REVOLVER FRAME FIXTURES	7.60	3

TABLE 29

THE TEN TASKS RATED LOWEST IN DIFFICULTY BY
753X0 RESPONDENTS

<u>TASK</u>	<u>TASK DIFFICULTY RATING</u>	<u>PERCENT MEMBERS PERFORMING</u>
L714 SECURE RANGE FACILITIES	3.12	81
L715 SUPERVISE RANGE POLICE UP	3.09	78
M727 INSPECT FIRING POINT MARKINGS	3.06	61
L694 INSPECT BARRELS FOR OBSTRUCTIONS	2.92	77
E94 ISSUE PRIVACY ACT STATEMENT FORMS	2.91	14
L713 SECURE RANGE EQUIPMENT, SUCH AS TARGETS OR FLAGS	2.90	80
L695 INSTALL TARGETS	2.78	69
L716 TRANSPORT RANGE EQUIPMENT, SUCH AS TARGETS OR FIRST AID KITS	2.77	64
M742 REMOVE OR REPLACE WARNING DEVICES, SUCH AS SIGNS OR FLAGS	2.56	67
M741 REFACE TARGETS	2.50	66

TABLE 30

REPRESENTATIVE TASKS OF AVERAGE DIFFICULTY AS RATED BY 753X0 RESPONDENTS

<u>TASK</u>	<u>TASK DIFFICULTY RATING</u>	<u>PERCENT MEMBERS PERFORMING</u>
G251 ADJUST REVOLVER YOKES	5.90	9
D87 PREPARE LESSON PLANS	5.80	57
G339 REMOVE OR REPLACE WEAPON TRAVERSE AND ELEVATION ASSEMBLY COMPONENTS	5.67	15
K648 INSTRUCT METHODS OF DETERMINING M-60 MACHINE GUN OVERHEAD FIRE SAFETY LIMITS	5.53	13
K590 INSTRUCT M-60 MACHINE GUN FIRE APPLICATION PRINCIPLES	5.37	18
K534 INSTRUCT M-148 GRENADE LAUNCHER STOPPAGES AND IMMEDIATE ACTIONS	5.23	15
K517 INSTRUCT M-12 SHOTGUN OPERATIONS	5.10	18
K493 INSTRUCT .38 CALIBER REVOLVER TRIGGER CONTROL PROCEDURES	5.00	78
K551 INSTRUCT M-16 RIFLE OPERATIONS	4.90	77
F190 INSPECT WEAPON SELECTOR LEVERS USING PRECISION TOOLS	4.78	7
K644 INSTRUCT M-870 SHOTGUN NOMENCLATURE	4.67	44
F178 INSPECT WEAPON EXTRACTORS USING PRECISION TOOLS	4.59	7
L682 EVALUATE MACHINE GUN RECORD FIRE	4.44	29
J459 INVENTORY AMMUNITION	4.36	73
K538 INSTRUCT M-16 RIFLE AMMUNITION PACKAGING PROCEDURES	4.11	32

ANALYSIS OF TRAINING EMPHASIS

Tables 31 through 33 list tasks of high, average, and low training emphasis as rated by senior 753X0 respondents. Table 31 indicates the tasks rated highest in training emphasis involve the instruction of safety procedures and M-16 operations. As Table 32 indicates, tasks rated lowest in training emphasis involve testing weapons and fabricating weapons parts. Table 33 shows tasks rated average in training emphasis range from administrative tasks to instruction on various weapons.

TABLE 31

THE TEN TASKS RATED HIGHEST IN TRAINING EMPHASIS BY 753X0 RESPONDENTS

TASK	TRAINING EMPHASIS RATING	PERCENT OF FIRST TERM AIRMEN PERFORMING
K494 INSTRUCT .38 CALIBER REVOLVER WEAPON SAFETY PROCEDURES	7.57	69
K557 INSTRUCT M-16 RIFLE WEAPON SAFETY PROCEDURES	7.30	79
K549 INSTRUCT M-16 RIFLE MALFUNCTIONS, IMMEDIATE, AND REMEDIAL ACTIONS	7.20	74
K553 INSTRUCT M-16 RIFLE SIGHT ALIGNMENT PROCEDURES	7.18	80
K556 INSTRUCT M-16 RIFLE TRIGGER CONTROL PROCEDURES	7.16	81
K548 INSTRUCT M-16 RIFLE LOADING AND CLEARING PROCEDURES	7.14	77
K555 INSTRUCT M-16 RIFLE STOPPAGES AND IMMEDIATE ACTIONS	7.14	78
L704 INSTRUCT RANGE SAFETY RULES	7.14	79
K544 INSTRUCT M-16 RIFLE DISASSEMBLY AND ASSEMBLY PROCEDURES	7.11	80
K554 INSTRUCT M-16 RIFLE SIGHT PICTURE PROCEDURES	7.11	81

TABLE 32

THE TEN TASKS RATED LOWEST IN TRAINING EMPHASIS BY 753X0 RESPONDENTS

TASK	TRAINING EMPHASIS RATING	PERCENT OF FIRST TERM AIRMEN PERFORMING
H429 FABRICATE WEAPON PALM RESTS	.07	0
H433 FABRICATE WEAPON SIGHTS	.07	0
H434 FABRICATE WEAPON SPACERS	.07	0
H435 FABRICATE WEAPON SPRING GUIDES	.07	0
H436 FABRICATE WEAPON TRIGGER GUARDS	.07	0
H437 FABRICATE WEAPON TRIGGERS	.07	0
H438 FABRICATE 81 MILLIMETER MORTAR TUBE ALIGNMENT RODS	.07	0
H439 PERFORM MAJOR WEAPON MODIFICATIONS, SUCH AS RECONFIGURING BARRELS	.07	0
I449 PERFORM WEAPONS PRESSURE STRESS TESTS	.02	0
I451 TEST WEAPON AND AMMUNITION FOR MINUTE OF ANGLE ACCURACY USING PRECISION TOOLS	.02	0

TABLE 33

REPRESENTATIVE TASKS RATED AVERAGE IN TRAINING EMPHASIS BY 753X0 RESPONDENTS

TASK	TRAINING EMPHASIS RATING	PERCENT OF FIRST TERM AIRMEN PERFORMING
K611 INSTRUCT M-60 MACHINE GUN ROLES	4.27	15
L672 CONDUCT COMMUNICATION OPERATIONAL CHECKS	4.16	24
K519 INSTRUCT M-12 SHOTGUN WEAPON SAFETY PROCEDURES	4.07	7
E117 MAINTAIN WEAPON INVENTORY FORMS	3.89	38
G329 REMOVE OR REPLACE WEAPON HAMMER HOOKS	3.79	21
K530 INSTRUCT M-148 GRENADE LAUNCHER OPERATIONS	3.68	16
G313 REMOVE OR REPLACE WEAPON BIPODS	3.39	14
M729 INSPECT IMPACT PLATES FOR SERVICEABILITY	3.23	10
K520 INSTRUCT M-148 GRENADE LAUNCHER AND M-148 GRENADE LAUNCHER AMMUNITION DESTRUCTION TECHNIQUES TO PREVENT ENEMY USE	3.04	14
A16 ESTABLISH PUBLICATION LIBRARIES	2.82	15
D79 INVENTORY TRAINING COURSE TOOLS OR EQUIPMENT	2.75	23
B47 SUPERVISE SMALL ARMS HELPERS (75310)	2.61	3
B29 COORDINATE WEAPON TRANSFERS WITH USING ORGANIZATIONS OR WEAPONS MAINTENANCE DIVISION	2.50	19
M722 DECONTAMINATE RANGE AREAS	2.39	7
K508 INSTRUCT M-12 SHOTGUN AMMUNITION PACKAGING PROCEDURES	2.27	2

ANALYSIS OF TRAINING DOCUMENTS

Technical school personnel at the Air Force Military Training Center, Lackland AFB matched survey tasks to related areas of the 753X0 Specialty Training Standard (STS) dated October 1979. School personnel also matched tasks to the 753X1 Job Proficiency Guide (JPG) dated October 1979 and the 3ABR75330 Plan of Instruction dated May 1979. To provide an additional tool for increasing the efficiency of Technical School training, the school matchings are combined with training emphasis ratings, task difficulty ratings, and task data for various incumbent groups. The computerized matchings provide the basis for the training analysis. The matchings are then forwarded to technical school personnel for their use in future STS and POI modifications.

753X0 STS and 753X1 JPG Analysis

The STS for the 753X0 specialty and the JPG for the 753X1 specialty provide a good comprehensive coverage of the jobs performed by 753X0 and 753X1 incumbents.

3ABR75330 POI Analysis

While the 3ABR75330 POI provides overall good coverage of the training necessary for 753X0 first enlistment personnel, several areas of the course may warrant further consideration. First, tasks matched to 75330 POI concerning the M-203 grenade launcher and the M-60 machine gun are generally performed by less than 30 percent of 753X0 first term personnel. Although the training provided on the weapons is not substantial, the area may warrant further attention. Second, several range operations not referenced to the POI have above average training emphasis ratings and are performed by substantial numbers of 753X0 first-term respondents (see Table 34). Such tasks may warrant inclusion in future POI modifications

TABLE 34

TASKS PERFORMED BY 753X0 INCUMBENTS BUT NOT MATCHED
TO THE 3ABR75330 POI

TASK	TRAINING EMPHASIS RATING	TASK DIFFICULTY RATING	PERCENT FIRST TERMERS PERFORMING
L696 INSTRUCT COURSES OF FIRE	6.23	4.31	75
L671 CLEAR SHOTGUN STOPPAGES ON FIRING LINE	6.20	4.83	45
L703 INSTRUCT RANGE COMMANDS	6.09	4.10	79
L711 OPERATE RANGE TOWER	5.98	4.48	80
L683 EVALUATE RIFLE PREVENTATIVE MAINTENANCE PROFICIENCY, SUCH AS CARE AND CLEANING	5.73	4.42	59
L679 EVALUATE HANDGUN PREVENTATIVE MAINTENANCE PROFICIENCY, SUCH AS CARE AND CLEANING	5.61	4.25	61
L709 INSTRUCT SHOTGUN PRACTICE FIRE PROCEDURES	5.55	4.18	41

IMPLICATIONS

Generally, the occupational survey of the Small Arms and Gunsmiths career ladders found no major areas of difficulty. Both ladders appear to be very stable and each is extremely homogeneous, continuing a trend noted in the 1977 survey of the Small Arms ladder. Specialty descriptions for both ladders were comprehensive and appear to be very up to date. Training documents were descriptive of the needs of the career ladders.

However, several areas were noted which warrant some discussion. There is remarkably little career progression within either ladder. Small Arms personnel perform technical instruction tasks even at the 9-skill level and Gunsmiths appear to have only one type of job in only one duty location. Thus, both specialties lack the variation in jobs and progressive levels of responsibility which characterize most Air Force career ladders. One major objective of this occupational survey was to examine the possible merger of the current Small Arms and Gunsmiths specialties. Based on the distinct job groups identified in this study, such a merger does not appear feasible; however, some change does appear appropriate.

In the case of the Small Arms specialty, an SDI may be appropriate due to the special duty type of assignment. An SDI for Small Arms personnel would be analogous to the current SDI for MTIs and Recruiters where personnel can enter from any career area and, after one assignment, return to their primary duty AFSC. An SDI designation would be more consistent with the current utilization of these personnel.

An additional SDI might also be appropriate to separate the Armory job function from the Small Arms specialty. A similar job group was identified in the Security Police occupational survey and an assessment of tasks performed by the two job groups revealed overlapping tasks. Since both of these groups are distinctly different from other jobs in the specialties but are similar to one another, it may be appropriate to reorganize both groups into a single Armory SDI.

Members of the Gunsmiths specialty perform a highly technical job but one which is apparently cyclical. The workload varies with maintenance needs and special project requests. Yet, they appear to be capable of fairly extensive modification or servicing projects, which would normally be contracted outside the Air Force. If the Air Force intends to retain the capability to repair and modify small arms, then it should consider making more complete use of this internal resource to service Air Force weaponry. It may be more cost effective than the continued use of contract modifications or maintenance.

If it is not cost effective to retain (or expand) the current Gunsmith specialty due to its very small size, it may be possible to delete the career area and contract the weapons repair functions through local contract.

A third alternative would be to merge the Gunsmith with some other AFSC. As noted earlier, a merger with the Small Arms specialty does not appear feasible. While Gunsmiths could undoubtedly perform all Small Arms functions with some training, the reverse is probably not true. Small Arms personnel probably do not have the technical skills and knowledges required to modify and repair Air Force weaponry. One AFSC which does have related skills and knowledges is the Machinist (427X0) specialty; a merger of the Gunsmith and Machinist specialties would provide more realistic career progression options for current Gunsmiths without significantly impacting on the total Machinist population. Another alternative would be to have Gunsmiths as an SDI with input from the Machinist (427X0) area.

A final alternative is to leave the Gunsmith as it presently is, a separate specialty. While this has the advantage of no change required, it does not solve the problems of small population size, limited career progression, and limited utilization.

APPENDIX A

The Group Differentiating Tasks for the job groups are the tasks performed more by that particular group than other groups in the specialty structure analysis.

The Representative Tasks for the job groups are listed in descending order by percent members performing.

GROUP ID NUMBER AND TITLE: GRP039 - SMALL ARMS INSTRUCTION PERSONNEL

REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
F134 CLEAR WEAPONS	98
F230 VISUALLY INSPECT WEAPON EXTRACTORS	98
L712 SCORE TARGETS	98
L670 CLEAR RIFLE STOPPAGES ON FIRING LINE	98
F234 VISUALLY INSPECT WEAPON GRIPS, STOCKS, HANDGUARDS, OR FOREARMS	98
L714 SECURE RANGE FACILITIES	97
K487 INSTRUCT .38 CALIBER REVOLVER LOADING AND CLEARING PROCEDURES	97
F229 VISUALLY INSPECT WEAPON EJECTORS	97
K556 INSTRUCT M-16 RIFLE TRIGGER CONTROL PROCEDURES	96
K553 INSTRUCT M-16 RIFLE SIGHT ALIGNMENT PROCEDURES	96
K548 INSTRUCT M-16 RIFLE LOADING AND CLEARING PROCEDURES	96
K554 INSTRUCT M-16 RIFLE SIGHT PICTURE PROCEDURES	96
K545 INSTRUCT M-16 RIFLE FIRING POSITIONS	96
K541 INSTRUCT M-16 RIFLE BREATH CONTROL TECHNIQUES	96
K493 INSTRUCT .38 CALIBER REVOLVER TRIGGER CONTROL PROCEDURES	96
F223 VISUALLY INSPECT WEAPON BARRELS	96
F231 VISUALLY INSPECT WEAPON FIRING PINS OR BUSHINGS	96
L676 ENFORCE RANGE AND WEAPON SAFETY RULES	96
K544 INSTRUCT M-16 RIFLE DISASSEMBLY AND ASSEMBLY PROCEDURES	96
K552 INSTRUCT M-16 RIFLE SIGHT ADJUSTMENTS	96
K543 INSTRUCT M-16 RIFLE CHARACTERISTICS	96
K542 INSTRUCT M-16 RIFLE CARE AND CLEANING PROCEDURES	96
K550 INSTRUCT M-16 RIFLE NOMENCLATURE	96

FUNCTIONAL GROUP WORKSHEET

GROUP ID NUMBER AND TITLE: GRP103 - SMALL ARMS INSTRUCTORS

NUMBER IN GROUP: 112

PERCENT OF SAMPLE: 27%

MAJOR COMMAND DISTRIBUTION: TAC (35%), SAC (29%), MAC (15%), ATC (7%), USAF (6%), OTHER (8%)

LOCATION: CONUS (80%), OVERSEAS (20%)

DAFSC DISTRIBUTION: 75330 (1%), 75350 (40%), 75370 (47%), 75391 (9%), OTHER (3%)

AVERAGE GRADE: 5.0

JOB DIFFICULTY INDEX: 18.0

AVERAGE TIME IN CAREER FIELD: 78 MONTHS

AVERAGE TIME IN SERVICE: 136 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 17%

AMOUNT OF SUPERVISION: 57% SUPERVISE AN AVERAGE OF THREE PEOPLE

EXPRESSED JOB INTEREST: DULL (5%), SO-SO (11%), INTERESTING (81%), NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 9%
FAIRLY WELL OR BETTER 90%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 5%
FAIRLY WELL OR BETTER 94%
NOT REPORTED 1%

REENLISTMENT INTENTION: NO, OR PROBABLY NO 31%
YES, OR PROBABLY YES 67%
NOT REPORTED 2%

AVERAGE NUMBER OF TASKS PERFORMED: 370

GROUP DIFFERENTIATING TASKS:

TASK	PERCENT MEMBERS PERFORMING
K584 INSTRUCT M-60 MACHINE GUN CARE AND CLEANING PROCEDURES	72
K616 INSTRUCT M-60 MACHINE GUN TRIGGER CONTROL PROCEDURES	70
K635 INSTRUCT M-870 SHOTGUN AMMUNITION CARE, HANDLING, AND PRESERVATION PROCEDURES	67
K569 INSTRUCT M-203 GRENADE LAUNCHER SIGHT ADJUSTMENTS	63
K579 INSTRUCT M-60 MACHINE GUN ARM AND HAND SIGNALS	53

GRP103 - SMALL ARMS INSTRUCTORS (CONTINUED)

REPRESENTATIVE TASKS:

TASK	AVERAGE TIME SPENT BY ALL MEMBERS
L670 CLEAR RIFLE STOPPAGES ON FIRING LINE	100
L665 BRIEF RIFLE MALFUNCTION CLEARING PROCEDURES	100
L694 INSPECT BARRELS FOR OBSTRUCTIONS	100
F234 VISUALLY INSPECT WEAPON GRIPS, STOCKS, HANDGUARDS, OR FOREARMS	100
F230 VISUALLY INSPECT WEAPON EXTRACTORS	100
F233 VISUALLY INSPECT WEAPON GAS TUBES	100
L676 ENFORCE RANGE AND WEAPON SAFETY RULES	99
F134 CLEAR WEAPONS	99
L696 INSTRUCT COURSES OF FIRE	99
J460 INVENTORY WEAPONS	99
K549 INSTRUCT M-16 RIFLE MALFUNCTIONS, IMMEDIATE, AND REMEDIAL ACTIONS	99
K541 INSTRUCT M-16 RIFLE BREATH CONTROL TECHNIQUES	99
K493 INSTRUCT .38 CALIBER REVOLVER TRIGGER CONTROL PROCEDURES	99
L712 SCORE TARGETS	99
K484 INSTRUCT .38 CALIBER REVOLVER FIRING POSITIONS	99
J461 ISSUE AMMUNITION	99
K543 INSTRUCT M-16 RIFLE CHARACTERISTICS	99
K481 INSTRUCT .38 CALIBER REVOLVER BREATH CONTROL TECHNIQUES	99
J462 ISSUE WEAPONS	99
L713 SECURE RANGE EQUIPMENT, SUCH AS TARGETS OR FLAGS	99
F223 VISUALLY INSPECT WEAPON BARRELS	99
K489 INSTRUCT .38 CALIBER REVOLVER NOMENCLATURE	99
F244 VISUALLY INSPECT WEAPON SELECTOR LEVERS	99
F231 VISUALLY INSPECT WEAPON FIRING PINS OR BUSHINGS	99
F229 VISUALLY INSPECT WEAPON EJECTORS	99

FUNCTIONAL GROUP WORKSHEET

GROUP ID NUMBER AND TITLE: GRP119 - WEAPON INSPECTION INSTRUCTORS

NUMBER IN GROUP: 94

PERCENT OF SAMPLE: 23%

MAJOR COMMAND DISTRIBUTION: SAC (27%), USAF (16%), MAC (12%), ATC (11%), TAC (10%),
AFSC (9%), PACAF (6%), AFSC (5%), OTHER (4%)

LOCATION: CONUS (77%), OVERSEAS (23%)

DAFSC DISTRIBUTION: 75330 (2%), 75350 (66%), 75370 (31%), 75371 (1%)

AVERAGE GRADE: 4.7

JOB DIFFICULTY INDEX: 13.7

AVERAGE TIME IN CAREER FIELD: 65 MONTHS

AVERAGE TIME IN SERVICE: 115 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 18%

AMOUNT OF SUPERVISION: 37% SUPERVISE AN AVERAGE OF TWO PEOPLE

EXPRESSED JOB INTEREST: DULL (11%), SO-SO (9%), INTERESTING (79%),
NOT REPORTED (1%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 14%
FAIRLY WELL OR BETTER 86%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 13%
FAIRLY WELL OR BETTER 87%

REENLISTMENT INTENTION: NO, OR PROBABLY NO 30%
YES, OR PROBABLY YES 65%
NOT REPORTED 5%

AVERAGE NUMBER OF TASKS PERFORMED: 225

GROUP DIFFERENTIATING TASKS:

TASK	PERCENT MEMBERS PERFORMING
F192 INSPECT WEAPON SIGHTS FOR DAMAGE, SUCH AS BROKEN REAR LEAF OR BROKEN WINDAGE SCREW	93
F205 PERFORM DRY FIRE CYCLES	88
F243 VISUALLY INSPECT WEAPON SEARS	95
F235 VISUALLY INSPECT WEAPON HAMMER COMPONENTS	96
K484 INSTRUCT .38 CALIBER REVOLVER FIRING POSITIONS	100
K555 INSTRUCT M-16 RIFLE STOPPAGES AND IMMEDIATE ACTIONS	96

GRP119 - WEAPON INSPECTION INSTRUCTORS (CONTINUED)

REPRESENTATIVE TASKS:

TASK	AVERAGE TIME SPENT BY ALL MEMBERS
F134 CLEAR WEAPONS	100
K548 INSTRUCT M-16 RIFLE LOADING AND CLEARING PROCEDURES	100
K556 INSTRUCT M-16 RIFLE TRIGGER CONTROL PROCEDURES	100
K553 INSTRUCT M-16 RIFLE SIGHT ALIGNMENT PROCEDURES	100
K542 INSTRUCT M-16 RIFLE CARE AND CLEANING PROCEDURES	100
K554 INSTRUCT M-16 RIFLE SIGHT PICTURE PROCEDURES	100
K544 INSTRUCT M-16 RIFLE DISASSEMBLY AND ASSEMBLY PROCEDURES	100
K482 INSTRUCT .38 CALIBER REVOLVER CARE AND CLEANING PROCEDURES	100
K541 INSTRUCT M-16 RIFLE BREATH CONTROL TECHNIQUES	100
K545 INSTRUCT M-16 RIFLE FIRING POSITIONS	100
K552 INSTRUCT M-16 RIFLE SIGHT ADJUSTMENTS	100
K484 INSTRUCT .38 CALIBER REVOLVER FIRING POSITIONS	100
K550 INSTRUCT M-16 RIFLE NOMENCLATURE	100
K551 INSTRUCT M-16 RIFLE OPERATIONS	100
F230 VISUALLY INSPECT WEAPON EXTRACTORS	100
F234 VISUALLY INSPECT WEAPON GRIPS, STOCKS, HANDGUARDS, OR FOREARMS	100
K493 INSTRUCT .38 CALIBER REVOLVER TRIGGER CONTROL PROCEDURES	99
K487 INSTRUCT .38 CALIBER REVOLVER LOADING AND CLEARING PROCEDURES	99
K549 INSTRUCT M-16 RIFLE MALFUNCTIONS, IMMEDIATE, AND REMEDIAL ACTIONS	99
L714 SECURE RANGE FACILITIES	99
K543 INSTRUCT M-16 RIFLE CHARACTERISTICS	99
L713 SECURE RANGE EQUIPMENT, SUCH AS TARGETS OR FLAGS	99
K483 INSTRUCT .38 CALIBER REVOLVER CHARACTERISTICS	99
F229 VISUALLY INSPECT WEAPON EJECTORS	99
K557 INSTRUCT M-16 RIFLE WEAPON SAFETY PROCEDURES	98

FUNCTIONAL GROUP WORKSHEET

GROUP ID NUMBER AND TITLE: GRP123 - RANGE OPERATION INSTRUCTORS

NUMBER IN GROUP: 38

PERCENT OF SAMPLE: 9%

MAJOR COMMAND DISTRIBUTION: SAC (18%), TAC (16%), AFSC (16%), ATC (13%), ADCOM (11%),
MAC (11%), USAFE (8%), OTHER (7%)

LOCATION: CONUS (84%), OVERSEAS (13%), NOT REPORTED (3%)

DAFSC DISTRIBUTION: 75330 (18%), 75350 (61%), 75370 (16%), OTHER (5%)

AVERAGE GRADE: 4.1

JOB DIFFICULTY INDEX: 11.8

AVERAGE TIME IN CAREER FIELD: 43 MONTHS

AVERAGE TIME IN SERVICE: 79 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 34%

AMOUNT OF SUPERVISION: 8% SUPERVISE AN AVERAGE OF TWO PEOPLE

EXPRESSED JOB INTEREST: DULL (11%), SO-SO (8%), INTERESTING (81%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 26%
FAIRLY WELL OR BETTER 74%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 13%
FAIRLY WELL OR BETTER 87%

REENLISTMENT INTENTION: NO, OR PROBABLY NO 34%
YES, OR PROBABLY YES 63%
NOT REPORTED 3%

AVERAGE NUMBER OF TASKS PERFORMED: 185

GROUP DIFFERENTIATING TASKS:

TASK	PERCENT MEMBERS PERFORMING
L712 SCORE TARGETS	100
L676 ENFORCE RANGE AND WEAPON SAFETY RULES	97
L704 INSTRUCT RANGE SAFETY RULES	97
L696 INSTRUCT COURSES OF FIRE	97
G256 BLUE WEAPONS	97

GRP123 - RANGE OPERATIONS INSTRUCTORS (CONTINUED)

REPRESENTATIVE TASKS:

TASK	AVERAGE TIME SPENT BY ALL MEMBERS
K557 INSTRUCT M-16 RIFLE WEAPON SAFETY PROCEDURES	100
K548 INSTRUCT M-16 RIFLE LOADING AND CLEANING PROCEDURES	100
K556 INSTRUCT M-16 RIFLE TRIGGER CONTROL PROCEDURES	100
K553 INSTRUCT M-16 RIFLE SIGHT ALIGNMENT PROCEDURES	100
K541 INSTRUCT M-16 RIFLE BREATH CONTROL TECHNIQUES	100
K554 INSTRUCT M-16 RIFLE SIGHT PICTURE PROCEDURES	100
K545 INSTRUCT M-16 RIFLE FIRING POSITIONS	100
K544 INSTRUCT M-16 RIFLE DISASSEMBLY AND ASSEMBLY PROCEDURES	100
K542 INSTRUCT M-16 RIFLE CARE AND CLEANING PROCEDURES	100
K487 INSTRUCT .38 CALIBER REVOLVER LOADING AND CLEARING PROCEDURES	100
K482 INSTRUCT .38 CALIBER REVOLVER CARE AND CLEANING PROCEDURES	100
K493 INSTRUCT .38 CALIBER REVOLVER TRIGGER CONTROL PROCEDURES	100
L712 SCORE TARGETS	100
K484 INSTRUCT .38 CALIBER REVOLVER FIRING POSITIONS	100
F134 CLEAR WEAPONS	100
L713 SECURE RANGE EQUIPMENT, SUCH AS TARGETS OR FLAGS	100
F230 VISUALLY INSPECT WEAPON EXTRACTORS	100
L676 ENFORCE RANGE AND WEAPON SAFETY RULES	97
L704 INSTRUCT RANGE SAFETY RULES	97
K552 INSTRUCT M-16 RIFLE SIGHT ADJUSTMENTS	97
K550 INSTRUCT M-16 RIFLE NOMENCLATURE	97
K551 INSTRUCT M-16 RIFLE OPERATIONS	97
K543 INSTRUCT M-16 RIFLE CHARACTERISTICS	97
L696 INSTRUCT COURSES OF FIRE	97
L670 CLEAR RIFLE STOPPAGES ON FIRING LINE	97

FUNCTIONAL GROUP WORKSHEET

GROUP ID NUMBER AND TITLE: GRP096 - SMALL ARMS NCOICs

NUMBER IN GROUP: 7

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: TAC (29%), ATC (29%), AFSC (14%), MAC (14%), USAF (14%)

LOCATION: CONUS (86%), OVERSEAS (14%)

DAFSC DISTRIBUTION: 75370 (86%), OTHER (14%)

AVERAGE GRADE: 5.9

JOB DIFFICULTY INDEX: 13.9

AVERAGE TIME IN CAREER FIELD: 112 MONTHS

AVERAGE TIME IN SERVICE: 186 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 100% SUPERVISE AN AVERAGE OF FIVE PEOPLE

EXPRESSED JOB INTEREST: DULL (14%), SO-SO (29%), INTERESTING (57%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 29%
FAIRLY WELL OR BETTER 71%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 29%
FAIRLY WELL OR BETTER 71%

REENLISTMENT INTENTION: NO, OR PROBABLY NO 43%
YES, OR PROBABLY YES 57%

AVERAGE NUMBER OF TASKS PERFORMED: 198

GROUP DIFFERENTIATING TASKS:

TASK	PERCENT MEMBERS PERFORMING
A1 ASSIGN PERSONNEL TO DUTY POSITIONS	86
A3 COMPILE ACTIVITY REPORTS	100
B31 COUNSEL PERSONNEL	100
B48 SUPERVISE SMALL ARMS SPECIALISTS (AFSC 75350)	86
D78 EVALUATE TRAINING METHODS, TECHNIQUES, OR PROGRAMS	100

GRP096 - SMALL ARMS NCOICs (CONTINUED)

REPRESENTATIVE TASKS:

<u>TASK</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
B51 WRITE CORRESPONDENCE	100
A9 DETERMINE WORK PRIORITIES	100
L676 ENFORCE RANGE AND WEAPON SAFETY RULES	100
A21 PLAN WORK ASSIGNMENTS	100
D78 EVALUATE TRAINING METHODS, TECHNIQUES, OR PROGRAMS	100
C54 EVALUATE RANGES FOR ADEQUACY OF MISSION	100
A20 PLAN PREVENTIVE MAINTENANCE FOR RANGES OR FACILITIES	100
A12 DEVELOP WORK METHODS OR PROCEDURES	100
B36 IMPLEMENT SAFETY PROGRAMS	100
M736 PERFORM GROUNDS MAINTENANCE	100
M725 INITIATE REQUESTS TO CIVIL ENGINEERING FOR MAJOR MAINTENANCE	100
M730 INSPECT RANGE BACKSTOPS	100
A25 SCHEDULE LEAVES OR PASSES	100
K557 INSTRUCT M-16 RIFLE WEAPON SAFETY PROCEDURES	100
A3 COMPILE ACTIVITY RECORDS	100
C58 PREPARE APRs	100
K553 INSTRUCT M-16 RIFLE SIGHT ALIGNMENT PROCEDURES	100
K554 INSTRUCT M-16 RIFLE SIGHT PICTURE PROCEDURES	100
L665 BRIEF RIFLE MALFUNCTION CLEARING PROCEDURES	100
L670 CLEAR RIFLE STOPPAGES ON FIRING LINE	100
F134 CLEAR WEAPONS	100
K545 INSTRUCT M-16 RIFLE FIRING POSITIONS	100
K556 INSTRUCT M-16 RIFLE TRIGGER CONTROL PROCEDURES	100
K541 INSTRUCT M-16 RIFLE BREATH CONTROL TECHNIQUES	100
K548 INSTRUCT M-16 RIFLE LOADING AND CLEARING PROCEDURES	100

FUNCTIONAL GROUP WORKSHEET

GROUP ID NUMBER AND TITLE: GRP043 - SMALL ARMS SUPERVISORS

NUMBER IN GROUP: 12

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: TAC (58%), ATC (24%), AFSC (9%), MAC (9%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 75370 (42%), 75371 (17%), 75391 (33%), OTHER (8%)

AVERAGE GRADE: 6.5

JOB DIFFICULTY INDEX: 15.4

AVERAGE TIME IN CAREER FIELD: 149 MONTHS

AVERAGE TIME IN SERVICE: 214 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 92% SUPERVISE AN AVERAGE OF FOUR PEOPLE

EXPRESSED JOB INTEREST: DULL (8%), SO-SO (8%), INTERESTING (84%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 8%
FAIRLY WELL OR BETTER 92%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 8%
FAIRLY WELL OR BETTER 92%

REENLISTMENT INTENTION: NO, OR PROBABLY NO 42%
YES, OR PROBABLY YES 58%

AVERAGE NUMBER OF TASKS PERFORMED: 250

GROUP DIFFERENTIATING TASKS:

TASK	PERCENT MEMBERS PERFORMING
A11 DEVELOP ORGANIZATIONAL CHARTS	83
A13 DRAFT BUDGET OR FINANCIAL REQUIREMENTS	92
A18 ESTABLISH SELF-INSPECTION CHECKLISTS	92
A26 SCHEDULE RANGE USAGE	100
A4 CONSULT WITH BASE COMMUNICATIONS CONCERNING INSTALLATION OR MAINTENANCE OF COMMUNICATION SYSTEMS	92

GRP043 - SMALL ARMS SUPERVISORS (CONTINUED)

REPRESENTATIVE TASKS:

TASK	AVERAGE TIME SPENT BY ALL MEMBERS
A3 COMPILE ACTIVITY REPORTS	100
A26 SCHEDULE RANGE USAGE	100
A9 DETERMINE WORK PRIORITIES	100
A1 ASSIGN PERSONNEL TO DUTY POSITIONS	100
A21 PLAN WORK ASSIGNMENTS	100
A10 DETERMINE WORKLOAD REQUIREMENTS	100
A20 PLAN PREVENTIVE MAINTENANCE FOR RANGES OR FACILITIES	100
J460 INVENTORY WEAPONS	100
A14 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP)	100
J453 ACCOMPANY PERSONNEL IN CONDUCTING INVENTORY OF AMMUNITION OR WEAPONS	100
J465 MAINTAIN COMMUNICATION WITH SECURITY POLICE DURING OPENING AND CLOSING OF STORAGE FACILITIES	100
A8 DETERMINE TYPES OF RANGE TRAINING REQUIRED	100
J466 MAINTAIN CONTROL OF KEYS FOR STORAGE FACILITIES	100
J459 INVENTORY AMMUNITION	100
C58 PREPARE APRs	100
A25 SCHEDULE LEAVES OR PASSES	100
A22 PREPARE BRIEFINGS	100
J458 INSPECT WEAPON FACILITIES	100
B31 COUNSEL PERSONNEL	100
I712 SCORE TARGETS	100
J464 LOCK WEAPONS IN STORAGE FACILITIES	100
J463 LOCK AMMUNITION OR AMMUNITION RESIDUES IN STORAGE FACILITIES	100
A2 ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	100
B51 WRITE CORRESPONDENCE	92
A7 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	92

GROUP ID NUMBER AND TITLE: GRP037 - MARKSMANSHIP RANGE PERSONNEL

REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
K556 INSTRUCT M-16 RIFLE TRIGGER CONTROL PROCEDURES	98
K134 CLEAR WEAPONS	98
K554 INSTRUCT M-16 RIFLE SIGHT PICTURE PROCEDURES	98
K553 INSTRUCT M-16 RIFLE SIGHT ALIGNMENT PROCEDURES	98
K557 INSTRUCT M-16 RIFLE WEAPON SAFETY PROCEDURES	96
K541 INSTRUCT M-16 RIFLE BREATH CONTROL TECHNIQUES	96
K545 INSTRUCT M-16 RIFLE FIRING POSITIONS	96
K550 INSTRUCT M-16 RIFLE NOMENCLATURE	96
K548 INSTRUCT M-16 RIFLE LOADING AND CLEARING PROCEDURES	94
K544 INSTRUCT M-16 RIFLE DISASSEMBLY AND ASSEMBLY PROCEDURES	92
L714 SECURE RANGE FACILITIES	92
L712 SCORE TARGETS	90
K543 INSTRUCT M-16 RIFLE CHARACTERISTICS	90
L715 SUPERVISE RANGE POLICE UP	90
K552 INSTRUCT M-16 RIFLE SIGHT ADJUSTMENTS	90
L713 SECURE RANGE EQUIPMENT, SUCH AS TARGETS OR FLAGS	90
L704 INSTRUCT RANGE SAFETY RULES	88
L696 INSTRUCT COURSES OF FIRE	88
K551 INSTRUCT M-16 RIFLE OPERATIONS	88
L711 OPERATE RANGE TOWER	88
L703 INSTRUCT RANGE COMMANDS	87
K547 INSTRUCT M-16 RIFLE FUNCTIONS	87
K484 INSTRUCT .38 CALIBER REVOLVER FIRING POSITIONS	87
K487 INSTRUCT .38 CALIBER REVOLVER LOADING AND CLEARING PROCEDURES	87
K493 INSTRUCT .38 CALIBER REVOLVER TRIGGER CONTROL PROCEDURES	85

FUNCTIONAL GROUP WORKSHEET

GROUP ID NUMBER AND TITLE: GRP139 - TECHNICAL TRAINING INSTRUCTORS

NUMBER IN GROUP: 11

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: ATC (82%), SAC (9%), TAC (9%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 75350 (73%), 75370 (27%)

AVERAGE GRADE: 4.0

JOB DIFFICULTY INDEX: 9.1

AVERAGE TIME IN CAREER FIELD: 54 MONTHS

AVERAGE TIME IN SERVICE: 78 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 36%

AMOUNT OF SUPERVISION: 27% SUPERVISE AN AVERAGE OF SIX PEOPLE

EXPRESSED JOB INTEREST: DULL (18%), SO-SO (27%), INTERESTING (46%),
NOT REPORTED (9%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 18%
FAIRLY WELL OR BETTER 73%
NOT REPORTED 9%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 27%
FAIRLY WELL OR BETTER 73%

REENLISTMENT INTENTION: NO, OR PROBABLY NO 45%
YES, OR PROBABLY YES 55%

AVERAGE NUMBER OF TASKS PERFORMED: 111

GROUP DIFFERENTIATING TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
L699 INSTRUCT HANDGUN DRY FIRE PROCEDURES	91
L700 INSTRUCT HANDGUN PRACTICE FIRE PROCEDURES	91
M717 BUILD TARGET FRAMES	91
L680 EVALUATE HANDGUN RECORD FIRE	82
L684 EVALUATE RIFLE RECORD FIRE	82

GRP139 - TECHNICAL TRAINING INSTRUCTORS (CONTINUED)

REPRESENTATIVE TASKS:

TASK	AVERAGE TIME SPENT BY ALL MEMBERS
K557 INSTRUCT M-16 RIFLE WEAPON SAFETY PROCEDURES	100
L704 INSTRUCT RANGE SAFETY RULES	100
K556 INSTRUCT M-16 RIFLE TRIGGER CONTROL PROCEDURES	100
K553 INSTRUCT M-16 RIFLE SIGHT ALIGNMENT PROCEDURES	100
K554 INSTRUCT M-16 RIFLE SIGHT PICTURE PROCEDURES	100
L705 INSTRUCT RANGE WEAPONS AND AMMUNITION HANDLING PROCEDURES	100
K484 INSTRUCT .38 CALIBER REVOLVER FIRING POSITIONS	100
K545 INSTRUCT M-16 RIFLE FIRING POSITIONS	100
K544 INSTRUCT M-16 RIFLE DISASSEMBLY AND ASSEMBLY PROCEDURES	100
K542 INSTRUCT M-16 RIFLE CARE AND CLEANING PROCEDURES	100
L696 INSTRUCT COURSES OF FIRE	100
K548 INSTRUCT M-16 RIFLE LOADING AND CLEARING PROCEDURES	100
K550 INSTRUCT M-16 RIFLE NOMENCLATURE	100
K552 INSTRUCT M-16 RIFLE SIGHT ADJUSTMENTS	100
K493 INSTRUCT .38 CALIBER REVOLVER TRIGGER CONTROL PROCEDURES	100
L707 INSTRUCT RIFLE PRACTICE FIRE PROCEDURES	100
K489 INSTRUCT .38 CALIBER REVOLVER NOMENCLATURE	100
K541 INSTRUCT M-16 RIFLE BREATH CONTROL TECHNIQUES	100
K482 INSTRUCT .38 CALIBER REVOLVER CARE AND CLEANING PROCEDURES	100
K483 INSTRUCT .38 CALIBER REVOLVER CHARACTERISTICS	100
L712 SCORE TARGETS	100
K546 INSTRUCT M-16 RIFLE FUNCTION CHECKS	100
K543 INSTRUCT M-16 RIFLE CHARACTERISTICS	100
K487 INSTRUCT .38 CALIBER REVOLVER LOADING AND CLEARING PROCEDURES	100
K547 INSTRUCT M-16 RIFLE FUNCTIONS	100

FUNCTIONAL GROUP WORKSHEET

GROUP ID NUMBER AND TITLE: GRP146 - BASE RANGE OPERATORS

NUMBER IN GROUP: 6

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: MAC (33%), SAC (33%), ATC (17%), PACAF (17%)

LOCATION: CONUS (83%), OVERSEAS (17%)

DAFSC DISTRIBUTION: 75350 (100%)

AVERAGE GRADE: 4.3

JOB DIFFICULTY INDEX: 9.3

AVERAGE TIME IN CAREER FIELD: 48 MONTHS

AVERAGE TIME IN SERVICE: 62 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 33%

AMOUNT OF SUPERVISION: 0

EXPRESSED JOB INTEREST: DULL (33%), SO-SO (17%), INTERESTING (50%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 0%
FAIRLY WELL OR BETTER 100%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 33%
FAIRLY WELL OR BETTER 67%

REENLISTMENT INTENTION: NO, OR PROBABLY NO 50%
YES, OR PROBABLY YES 50%

AVERAGE NUMBER OF TASKS PERFORMED: 123

GROUP DIFFERENTIATING TASKS:

TASK	PERCENT MEMBERS PERFORMING
L663 BRIEF HANDGUN MALFUNCTION CLEARING PROCEDURES	100
L664 BRIEF MACHINE GUN MALFUNCTION CLEARING PROCEDURES	100
L710 OBTAIN WEAPONS FROM STORAGE FACILITIES	100
M723 DELEAD IMPACT PITS	33
L693 INFORM LOCAL COMMUNITIES OF RANGE DANGER AREAS	33

GRP146 - BASE RANGE OPERATORS (CONTINUED)

REPRESENTATIVE TASKS:

TASK	AVERAGE TIME SPENT BY ALL MEMBERS
L696 INSTRUCT COURSES OF FIRE	100
K557 INSTRUCT M-16 RIFLE WEAPON SAFETY PROCEDURES	100
J465 MAINTAIN COMMUNICATION WITH SECURITY POLICE DURING OPENING AND CLOSING OF STORAGE FACILITIES	100
K545 INSTRUCT M-16 RIFLE FIRING POSITIONS	100
K548 INSTRUCT M-16 RIFLE LOADING AND CLEARING PROCEDURES	100
K549 INSTRUCT M-16 RIFLE MALFUNCTIONS, IMMEDIATE, AND REMEDIAL ACTIONS	100
K553 INSTRUCT M-16 RIFLE SIGHT ALIGNMENT PROCEDURES	100
K554 INSTRUCT M-16 RIFLE SIGHT PICTURE PROCEDURES	100
K555 INSTRUCT M-16 RIFLE STOPPAGES AND IMMEDIATE ACTIONS	100
K556 INSTRUCT M-16 RIFLE TRIGGER CONTROL PROCEDURES	100
L663 BRIEF HANDGUN MALFUNCTION CLEARING PROCEDURES	100
L665 BRIEF RIFLE MALFUNCTIONS CLEARING PROCEDURES	100
L703 INSTRUCT RANGE COMMANDS	100
L711 OPERATE RANGE TOWER	100
L713 SECURE RANGE EQUIPMENT, SUCH AS TARGETS OR FLAGS	100
L714 SECURE RANGE FACILITIES	100
J462 ISSUE WEAPONS	100
J463 LOCK AMMUNITION OR AMMUNITION RESIDUES IN STORAGE FACILITIES	100
J464 LOCK WEAPONS IN STORAGE FACILITIES	100
K542 INSTRUCT M-16 RIFLE CARE AND CLEANING PROCEDURES	100
K543 INSTRUCT M-16 RIFLE CHARACTERISTICS	100
K550 INSTRUCT M-16 RIFLE NOMENCLATURE	100
K551 INSTRUCT M-16 RIFLE OPERATIONS	100
F134 CLEAR WEAPONS	100
K544 INSTRUCT M-16 RIFLE DISASSEMBLY AND ASSEMBLY PROCEDURES	100

FUNCTIONAL GROUP WORKSHEET

GROUP ID NUMBER AND TITLE: GRP097 - BASE RANGE MAINTENANCE PERSONNEL

NUMBER IN GROUP: 5

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: ATC (40%), AFLC (20%), MAC (20%), SAC (20%)

LOCATION: CONUS (80%), OVERSEAS (20%)

DAFSC DISTRIBUTION: 75350 (60%), 75370 (40%)

AVERAGE GRADE: 4.0

JOB DIFFICULTY INDEX: 8.4

AVERAGE TIME IN CAREER FIELD: 40 MONTHS

AVERAGE TIME IN SERVICE: 74 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 60%

AMOUNT OF SUPERVISION: 0

EXPRESSED JOB INTEREST: DULL (20%), SO-SO (0%), INTERESTING (80%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 80%
FAIRLY WELL OR BETTER 20%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

REENLISTMENT INTENTION: NO, OR PROBABLY NO 20%
YES, OR PROBABLY YES 60%
NOT REPORTED 20%

AVERAGE NUMBER OF TASKS PERFORMED: 103

GROUP DIFFERENTIATING TASKS:

TASK	PERCENT MEMBERS PERFORMING
M732 MAINTAIN FIRING ORDER BARRICADES	80
M733 MAINTAIN GROUND BAFFLES	60
M734 MAINTAIN OVERHEAD BAFFLES	80
M735 MAINTAIN TARGET LINES	100
M736 PERFORM GROUNDS MAINTENANCE	100
L710 OBTAIN WEAPONS FROM STORAGE FACILITIES	100

GRP097 - BASE RANGE MAINTENANCE PERSONNEL (CONTINUED)

REPRESENTATIVE TASKS:

TASK	AVERAGE TIME SPENT BY ALL MEMBERS
K556 INSTRUCT M-16 RIFLE TRIGGER CONTROL PROCEDURES	100
K493 INSTRUCT .38 CALIBER REVOLVER TRIGGER CONTROL PROCEDURES	100
K551 INSTRUCT M-16 RIFLE OPERATIONS	100
K552 INSTRUCT M-16 RIFLE SIGHT ADJUSTMENTS	100
K553 INSTRUCT M-16 RIFLE SIGHT ALIGNMENT PROCEDURES	100
K554 INSTRUCT M-16 RIFLE SIGHT PICTURE PROCEDURES	100
K557 INSTRUCT M-16 RIFLE WEAPON SAFETY PROCEDURES	100
K487 INSTRUCT .38 CALIBER REVOLVER LOADING AND CLEARING PROCEDURES	100
K491 INSTRUCT .38 CALIBER REVOLVER SIGHT ADJUSTMENTS	100
K550 INSTRUCT M-16 RIFLE NOMENCLATURE	100
L696 INSTRUCT COURSES OF FIRE	100
L700 INSTRUCT HANDGUN PRACTICE FIRE PROCEDURES	100
F134 CLEAR WEAPONS	100
K485 INSTRUCT .38 CALIBER REVOLVER FUNCTIONS CHECKS	100
K489 INSTRUCT .38 CALIBER REVOLVER NOMENCLATURE	100
L712 SCORE TARGETS	100
M740 PERFORM SELF-HELP FACILITY IMPROVEMENT PROJECTS, SUCH AS PAINTING OR SOUNDPROOFING	100
K482 INSTRUCT .38 CALIBER REVOLVER CARE AND CLEANING PROCEDURES	100
K483 INSTRUCT .38 CALIBER REVOLVER CHARACTERISTICS	100
L707 INSTRUCT RIFLE PRACTICE FIRE PROCEDURES	100
L711 OPERATE RANGE TOWER	100
M736 PERFORM GROUNDS MAINTENANCE	100
M741 REFACE TARGETS	100
K484 INSTRUCT .38 CALIBER REVOLVER FIRING POSITIONS	100
L710 OBTAIN WEAPONS FROM STORAGE FACILITIES	100

FUNCTIONAL GROUP WORKSHEET

GROUP ID NUMBER AND TITLE: GRP057 - TECHNICAL TRAINING RANGE OPERATORS

NUMBER IN GROUP: 13

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: ATC (92%), USAF (8%)

LOCATION: CONUS (92%), OVERSEAS (8%)

DAFSC DISTRIBUTION: 75330 (15%), 75350 (69%), 75370 (8%), OTHER (8%)

AVERAGE GRADE: 3.6

JOB DIFFICULTY INDEX: 8.5

AVERAGE TIME IN CAREER FIELD: 39 MONTHS

AVERAGE TIME IN SERVICE: 68 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 46%

AMOUNT OF SUPERVISION: 0

EXPRESSED JOB INTEREST: DULL (15%), SO-SO (15%), INTERESTING (70%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 23%
FAIRLY WELL OR BETTER 77%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 46%
FAIRLY WELL OR BETTER 47%
NOT REPORTED 7%

REENLISTMENT INTENTION: NO, OR PROBABLY NO 23%
YES, OR PROBABLY YES 69%
NOT REPORTED 8%

AVERAGE NUMBER OF TASKS PERFORMED: 106

GROUP DIFFERENTIATING TASKS:

TASK	PERCENT MEMBERS PERFORMING
M733 MAINTAIN GROUND BAFFLES	55
M726 INSPECT BAFFLES FOR SERVICEABILITY	47
F133 RESEARCH AMMUNITION IDENTITY NUMBERS	38
F206 TAG WEAPONS FOR SERVICEABILITY OR UNSERVICEABILITY	62
L716 TRANSPORT RANGE EQUIPMENT, SUCH AS TARGETS OR FIRST AID KITS	62

GRP057 - TECHNICAL TRAINING RANGE OPERATORS (CONTINUED)

REPRESENTATIVE TASKS:

TASK	AVERAGE TIME SPENT BY ALL MEMBERS
L712 SCORE TARGETS	100
F134 CLEAR WEAPONS	100
K548 INSTRUCT M-16 RIFLE LOADING AND CLEARING PROCEDURES	100
K556 INSTRUCT M-16 RIFLE TRIGGER CONTROL PROCEDURES	100
K541 INSTRUCT M-16 RIFLE BREATH CONTROL TECHNIQUES	100
K545 INSTRUCT M-16 RIFLE FIRING POSITIONS	100
K554 INSTRUCT M-16 RIFLE SIGHT PICTURE PROCEDURES	100
K543 INSTRUCT M-16 RIFLE CHARACTERISTICS	100
K553 INSTRUCT M-16 RIFLE SIGHT ALIGNMENT PROCEDURES	100
L711 OPERATE RANGE TOWER	100
M736 PERFORM GROUNDS MAINTENANCE	92
L704 INSTRUCT RANGE SAFETY RULES	92
L715 SUPERVISE RANGE POLICE UP	92
K550 INSTRUCT M-16 RIFLE NOMENCLATURE	92
M735 MAINTAIN TARGET LINES	92
L706 INSTRUCT RIFLE DRY FIRE PROCEDURES	92
L713 SECURE RANGE EQUIPMENT, SUCH AS TARGETS OR FLAGS	92
L714 SECURE RANGE FACILITIES	92
L703 INSTRUCT RANGE COMMANDS	92
K557 INSTRUCT M-16 RIFLE WEAPON SAFETY PROCEDURES	85
K544 INSTRUCT M-16 RIFLE DISASSEMBLY AND ASSEMBLY PROCEDURES	85
L707 INSTRUCT RIFLE PRACTICE FIRE PROCEDURES	77
K551 INSTRUCT M-16 RIFLE OPERATIONS	77
M733 MAINTAIN GROUND BAFFLES	77
K547 INSTRUCT M-16 RIFLE FUNCTIONS	77

GROUP ID NUMBER AND TITLE: GRP020 - GUNSMITHS

REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
F227 VISUALLY INSPECT WEAPON BUTTSTOCK ASSEMBLIES	100
F234 VISUALLY INSPECT WEAPON GRIPS, STOCKS, HANDGUARDS, OR FOREARMS	100
F225 VISUALLY INSPECT WEAPON BOLT GROUPS EXCLUDING REVOLVER BOLT ASSEMBLIES	100
F226 VISUALLY INSPECT WEAPON BUFFERS	100
F229 VISUALLY INSPECT WEAPON EJECTORS	100
F230 VISUALLY INSPECT WEAPON EXTRACTORS	100
F231 VISUALLY INSPECT WEAPON FIRING PINS OR BUSHINGS	100
F233 VISUALLY INSPECT WEAPON GAS TUBES	100
F223 VISUALLY INSPECT WEAPON BARRELS	100
F192 INSPECT WEAPON SIGHTS FOR DAMAGE, SUCH AS BROKEN REAR LEAF OR BROKEN WINDAGE SCREW	100
F244 VISUALLY INSPECT WEAPON SELECTOR LEVERS	100
G321 REMOVE OR REPLACE WEAPON EXTRACTORS	100
F327 REMOVE OR REPLACE WEAPON GRIPS, STOCKS, HANDGUARDS, OR FOREARMS	100
F235 VISUALLY INSPECT WEAPON HAMMER COMPONENTS	100
G230 REMOVE OR REPLACE WEAPON EJECTORS	100
G281 REMOVE OR REPLACE EXTERIOR WEAPON PARTS, SUCH AS STOCKS OR FOREARMS	100
G325 REMOVE OR REPLACE WEAPON GAS CYLINDER COMPONENTS	100
G315 REMOVE OR REPLACE WEAPON BUFFERS	100
G322 REMOVE OR REPLACE WEAPON FEED TRAY COMPONENTS	100
G332 REMOVE OR REPLACE WEAPON OPERATING ROD SPRINGS	100
G333 REMOVE OR REPLACE WEAPON OPERATING RODS	100
G283 REMOVE OR REPLACE INTERNAL WEAPON SAFETIES	100
F196 INSPECT WEAPONS FOR HEADSPACE TOLERANCES USING GO-NO-GO GAUGES	90
F214 VISUALLY INSPECT REVOLVER CYLINDERS FOR DAMAGE, SUCH AS OBSTRUCTIONS OR CORROSION	90

GROUP ID NUMBER AND TITLE: GRP023 - SPECIALIZED TECHNICAL TRAINING RANGE INSTRUCTORS

REPRESENTATIVE TASKS:

TASK	PERCENT MEMBERS PERFORMING
K556 INSTRUCT M-16 RIFLE TRIGGER CONTROL PROCEDURES	100
K557 INSTRUCT M-16 RIFLE WEAPON SAFETY PROCEDURES	100
K554 INSTRUCT M-16 RIFLE SIGHT PICTURE PROCEDURES	100
K552 INSTRUCT M-16 RIFLE SIGHT ADJUSTMENTS	100
K545 INSTRUCT M-16 RIFLE FIRING POSITIONS	100
K548 INSTRUCT M-16 RIFLE LOADING AND CLEARING PROCEDURES	100
K553 INSTRUCT M-16 RIFLE SIGHT ALIGNMENT PROCEDURES	83
K550 INSTRUCT M-16 RIFLE NOMENCLATURE	83
K544 INSTRUCT M-16 RIFLE DISASSEMBLY AND ASSEMBLY PROCEDURES	83
F134 CLEAR WEAPONS	67
K551 INSTRUCT M-16 RIFLE OPERATIONS	67
K487 INSTRUCT .38 CALIBER REVOLVER LOADING AND CLEARING PROCEDURES	67
K493 INSTRUCT .38 CALIBER REVOLVER TRIGGER CONTROL PROCEDURES	67
K549 INSTRUCT M-16 RIFLE MALFUNCTIONS, IMMEDIATE, AND REMEDIAL ACTIONS	67
K543 INSTRUCT M-16 RIFLE CHARACTERISTICS	67
L712 SCORE TARGETS	50
L713 SECURE RANGE EQUIPMENT, SUCH AS TARGETS OR FLAGS	50
L714 SECURE RANGE FACILITIES	50
L715 SUPERVISE RANGE POLICE UP	50
L704 INSTRUCT RANGE SAFETY RULES	50
K484 INSTRUCT .38 CALIBER REVOLVER FIRING POSITIONS	50
K490 INSTRUCT .38 CALIBER REVOLVER OPERATIONS	50
K541 INSTRUCT M-16 RIFLE BREATH CONTROL TECHNIQUES	50
K489 INSTRUCT .38 CALIBER REVOLVER NOMENCLATURE	50
L711 OPERATE RANGE TOWER	50

GROUP ID NUMBER AND TITLE: GRP026 - ARMORY PERSONNEL

REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
J465 MAINTAIN COMMUNICATION WITH SECURITY POLICE DURING OPENING AND CLOSING OF STORAGE FACILITIES	100
J462 ISSUE WEAPONS	97
J475 TRANSPORT WEAPONS	97
J460 INVENTORY WEAPONS	97
J464 LOCK WEAPONS IN STORAGE FACILITIES	97
J453 ACCOMPANY PERSONNEL IN CONDUCTING INVENTORY OF AMMUNITION OR WEAPONS	97
J469 PERFORM ALARM SYSTEMS TESTS	93
J463 LOCK AMMUNITION OR AMMUNITION RESIDUES IN STORAGE FACILITIES	90
J461 ISSUE AMMUNITION	90
J452 ACCEPT WEAPONS AFTER USE	86
F134 CLEAR WEAPONS	86
J466 MAINTAIN CONTROL OF KEYS FOR STORAGE FACILITIES	83
J474 TRANSPORT AMMUNITION OR BRASS	79
J471 PLACE AMMUNITION IN STORAGE FACILITIES	79
J459 INVENTORY AMMUNITION	72
E128 PREPARE TEMPORARY ISSUE RECEIPT FORMS (AF FORM 1297)	69
J470 PERFORM OPERATOR MAINTENANCE ON VEHICLES	62
J473 SORT BRASS	59
J472 POST SIGNS, SUCH AS FIRE SYMBOL OR WARNING SIGNS	59
J458 INSPECT WEAPON FACILITIES	55
J468 PACK BRASS	55
E117 MAINTAIN WEAPON INVENTORY FORMS	55
F141 INSPECT EXTERIOR WEAPON PARTS, SUCH AS STOCKS OR RIVETS	52
E107 MAINTAIN KEY ISSUE LOG FORMS (AF FORM 2432)	52
E98 MAINTAIN ALARM SYSTEM TEST RECORD FORMS (AF FORM 2530)	52

FUNCTIONAL GROUP WORKSHEET

GROUP ID NUMBER AND TITLE: GRP028 - ARMORY MONITORS

NUMBER IN GROUP: 6

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: ATC (66%), SAC (17%), USAFA (17%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 75350 (67%), 75370 (33%)

AVERAGE GRADE: 5.5

JOB DIFFICULTY INDEX: 8.3

AVERAGE TIME IN CAREER FIELD: 61 MONTHS

AVERAGE TIME IN SERVICE: 143 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 33% SUPERVISE AN AVERAGE OF SIX PEOPLE

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (0%), INTERESTING (100%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 0%
FAIRLY WELL OR BETTER 100%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 0%
FAIRLY WELL OR BETTER 100%

REENLISTMENT INTENTION: NO, OR PROBABLY NO 0%
YES, OR PROBABLY YES 100%

AVERAGE NUMBER OF TASKS PERFORMED: 94

GROUP DIFFERENTIATING TASKS:

TASK	PERCENT MEMBERS PERFORMING
J469 PERFORM ALARM SYSTEMS TESTS	93
J465 MAINTAIN COMMUNICATIONS WITH SECURITY POLICE DURING OPENING AND CLOSING OF STORAGE FACILITIES	100
J475 TRANSPORT WEAPONS	97
B36 IMPLEMENT SAFETY PROGRAMS	83
B37 IMPLEMENT SECURITY PROGRAMS	83

GRP028 - ARMORY MONITORS (CONTINUED)

REPRESENTATIVE TASKS:

<u>TASK</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F134 CLEAR WEAPONS	100
J453 ACCOMPANY PERSONNEL IN CONDUCTING INVENTORY OF AMMUNITION OR WEAPONS	100
J466 MAINTAIN CONTROL OF KEYS FOR STORAGE FACILITIES	100
J460 INVENTORY WEAPONS	100
J465 MAINTAIN COMMUNICATION WITH SECURITY POLICE DURING OPENING AND CLOSING OF STORAGE FACILITIES	100
J462 ISSUE WEAPONS	100
J464 LOCK WEAPONS IN STORAGE FACILITIES	100
J475 TRANSPORT WEAPONS	100
J452 ACCEPT WEAPONS AFTER USE	83
J469 PERFORM ALARM SYSTEMS TESTS	83
J458 INSPECT WEAPON FACILITIES	83
J459 INVENTORY AMMUNITION	83
J461 ISSUE AMMUNITION	83
J463 LOCK AMMUNITION OR AMMUNITION RESIDUES IN STORAGE FACILITIES	83
J456 INSPECT FOR PROPER TYPE, CALIBER, AND CLASS OF AMMUNITION	83
E99 MAINTAIN AMMUNITION FILES	83
J471 PLACE AMMUNITION IN STORAGE FACILITIES	83
B36 IMPLEMENT SAFETY PROGRAMS	83
J474 TRANSPORT AMMUNITION OR BRASS	83
B37 IMPLEMENT SECURITY PROGRAMS	83
E117 MAINTAIN WEAPON INVENTORY FORMS	83
E95 MAINTAIN ACCESS LISTS	83
B31 COUNSEL PERSONNEL	83
E122 PREPARE CUSTODIAL REQUESTS/RECEIPT FORMS (AF FORM 601b)	67
E119 MAINTAIN WORK ORDER FORMS (LTC FORM 415)	67

FUNCTIONAL GROUP WORKSHEET

GROUP ID NUMBER AND TITLE: GRP041 - ARMORY ATTENDANTS

NUMBER IN GROUP: 23

PERCENT OF SAMPLE: 5%

MAJOR COMMAND DISTRIBUTION: ATC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 75350 (7%), 75370 (27%), 75371 (6%), 75391 (47%),
CEM CODE 75300 (13%)

AVERAGE GRADE: 4.3

JOB DIFFICULTY INDEX: 2.7

AVERAGE TIME IN CAREER FIELD: 39 MONTHS

AVERAGE TIME IN SERVICE: 86 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 39%

AMOUNT OF SUPERVISION: 22% SUPERVISE AN AVERAGE OF TWO PEOPLE

EXPRESSED JOB INTEREST: DULL (48%), SO-SO (17%), INTERESTING (35%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 65%
FAIRLY WELL OR BETTER 35%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 56%
FAIRLY WELL OR BETTER 35%
NOT REPORTED 9%

REENLISTMENT INTENTION: NO, OR PROBABLY NO 43%
YES, OR PROBABLY YES 57%

AVERAGE NUMBER OF TASKS PERFORMED: 37

GROUP DIFFERENTIATING TASKS:

TASK	PERCENT MEMBERS PERFORMING
J469 PERFORM ALARM SYSTEMS TESTS	96
J465 MAINTAIN COMMUNICATIONS WITH SECURITY POLICE DURING OPENING AND CLOSING OF STORAGE FACILITIES	100
J453 ACCOMPANY PERSONNEL IN CONDUCTING INVENTORY OF AMMUNITION OR WEAPONS	96
J463 LOCK AMMUNITION OR AMMUNITION RESIDUES IN STORAGE FACILITIES	91
J475 TRANSPORT WEAPONS	96

GRP041 - ARMORY ATTENDANTS (CONTINUED)

REPRESENTATIVE TASKS:

<u>TASK</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
J465 MAINTAIN COMMUNICATION WITH SECURITY POLICE DURING OPENING AND CLOSING OF STORAGE FACILITIES	100
J462 ISSUE WEAPONS	96
J475 TRANSPORT WEAPONS	96
J460 INVENTORY WEAPONS	96
J464 LOCK WEAPONS IN STORAGE FACILITIES	96
J453 ACCOMPANY PERSONNEL IN CONDUCTING INVENTORY OF AMMUNITION OR WEAPONS	96
J469 PERFORM ALARM SYSTEMS TESTS	96
J463 LOCK AMMUNITION OR AMMUNITION RESIDUES IN STORAGE FACILITIES	91
J461 ISSUE AMMUNITION	91
J452 ACCEPT WEAPONS AFTER USE	87
F134 CLEAR WEAPONS	83
J466 MAINTAIN CONTROL OF KEYS FOR STORAGE FACILITIES	78
J474 TRANSPORT AMMUNITION OR BRASS	78
J471 PLACE AMMUNITION IN STORAGE FACILITIES	78
E128 PREPARE TEMPORARY ISSUE RECEIPT FORMS (AF FORM 1297)	70
J459 INVENTORY AMMUNITION	70
J470 PERFORM OPERATOR MAINTENANCE ON VEHICLES	65
J473 SORT BRASS	57
J468 PACK BRASS	57
J472 POST SIGNS, SUCH AS FIRE SYMBOL OR WARNING SIGNS	57
F141 INSPECT EXTERIOR WEAPON PARTS, SUCH AS STOCKS OR RIVETS	52
E117 MAINTAIN WEAPON INVENTORY FORMS	48
J458 INSPECT WEAPON FACILITIES	48
E107 MAINTAIN KEY ISSUE LOG FORMS (AF FORM 2432)	48
E98 MAINTAIN ALARM SYSTEM TEST RECORD FORMS (AF FORM 2530)	48

GROUP ID NUMBER AND TITLE: GRP016 - MARKSMANSHIP MANAGERS

REPRESENTATIVE TASKS:

TASK	PERCENT MEMBERS PERFORMING
B51 WRITE CORRESPONDENCE	93
C62 WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	87
A14 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP)	80
C52 EVALUATE COMPLIANCE WITH WORK STANDARDS	73
C58 PREPARE APRs	73
C53 EVALUATE INSPECTION REPORTS	73
A7 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	73
A1 ASSIGN PERSONNEL TO DUTY POSITIONS	73
B31 COUNSEL PERSONNEL	73
A10 DETERMINE WORKLOAD REQUIREMENTS	67
A9 DETERMINE WORK PRIORITIES	67
A3 COMPILE ACTIVITY REPORTS	67
A13 DRAFT BUDGET OR FINANCIAL REQUIREMENTS	67
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